STANOLIND RECORD

Vol. 1 OCTOBER 1919 No. 1

COL. R. W. STEWART

PUBLISHED FOR THE EMPLOYEES
by the
STANDARD OIL COMPANY
(INDIANA)

STANOLIND RECORD

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STANOLIND
RECORD
Published for the Employees by the
STANDARD OIL COMPANY
(INDIANA)

Vol. 1 OCTOBER · 1919 No. 1

GETTING ACQUAINTED AGAIN

By ROBERT W. STEWART, *Chairman of the Board*

The Board of Directors of the Standard Oil Company (Indiana), as at present organized, has been in office less than a year, although all those who comprise it have been in the employ of the Company for many years. Each member is, in addition to his position as director, an officer of the Company devoting his entire time to the administration of its affairs. Each of these seven men feel the responsibility placed upon him by the 4,649 stockholders and appreciates his responsibility to the more than 20,000 men and women who make up the personnel of the organization.

There is not one member of the Board of Directors who has come to his present position by an easy road; not one but who has won his way upward from a minor place in the business; not one who has lost sight of the needs, desires, wants and aspirations of the great body of employees who are working, striving, struggling towards better things. The Board of Directors recognize clearly the extreme importance of keeping in close personal touch with their fellow-workers in order that together they may see to it that the ideals which underlie service in the Standard Oil Company (Indiana) family are being lived up to at all times.

In the early days when industry was handled in small units a man having a few people working for him could know every employee by name; he could take a personal, human interest in the men and their families, and because he was so intimately acquainted with each, could easily discover and quickly correct every cause of irritation as it arose. The relations existing between employer and employee were simple, direct and personal. The directing head of a business was seldom so overwhelmed with a great mass of detail concerning its affairs as to lose touch with those who were carrying on the necessary operations of manufacturing or merchandising. The employer, and those working for him, were facing problems of a like nature, and the bond existing between them was close and the problems comparatively simple.

As industry expanded and competition became keener the whole fabric became more complex; the number of operatives in any plant greatly increased and the weight of responsibility became so heavy that the man under whose direction the business was being conducted found it more and more difficult to maintain the close personal contact with those who worked for and with him.

As population increased and it became necessary and desirable to produce articles of all kinds in much larger quantity, machinery and mechanical help were invented to multiply the efficiency of human labor. This necessitates a more minute subdivision of work, and from this was developed factory methods which increased the size of an organization and enabled it to keep up with the steadily increasing demand for products to supply the needs of the world. The development of large organizations necessitated the employment of large amounts of capital. To meet this requirement the corporation organization came into being, and where formerly a few dozen employees constituted a big business, today these employees are numbered by thousands. Under such conditions it has of course become impossible for the directing head of any large organization to know intimately and personally any considerable number of the men and women who make up the organization. The corporation

form of organization has supplanted the personal business and the co-partnership in practically all large industries, because it has proven itself to be the most economical and, in fact, the only method of conducting such extensive enterprises.

Up to very recently the entire energies of a corporation were devoted to the production at a profit of such articles as it manufactured. The personal element was not allowed to assert itself and the idea that corporations "have no souls" became part of the common belief of all mankind. Within the past few years a new note has come into incorporated business. It has been recognized by the more advanced thinkers that not only did capital have a compelling interest in the business, but by reason of long and faithful service the employee, the man who worked with his hands or his brain, also had a vital interest in his job. To express this belief, numerous co-operative plans have been tried, a few of which have proved successful. After a careful study of these plans there was developed the plan now in operation in the Standard Oil Company of Indiana, which we believe to be the fairest, best and most efficient plan yet devised. The plan takes into consideration the fact that the four parties to industry all must be considered in conducting the business. These four parties are: (1) The people who invest their capital in the enterprise, thereby furnishing the means for carrying on the industry; (2) the management which directs the industry and is responsible to the investors for the safety of their capital; (3) the employee who performs the several operations in connection with manufacturing and marketing of products, and (4) the great public which is the ultimate consumer. It is recognized that no great industry can maintain itself in justice and harmony if it neglects any one of these four. There is no gainsaying the fact that these four parties to industry have not always maintained just and harmonious relations. Management often has considered itself the servant of the stockholders and has worked for enlarged dividends and for nothing else. It has been out of touch with the great mass of employees, and as a natural result there has been engendered through misunderstanding a feeling of antagonism on the part of the worker. On the other hand the employee all too often has felt that he alone was to be considered; that the stockholder and the management were his natural enemies and had to be compelled by force to accede to his demands, while the public has for years been represented as a small and timid person who always hoped for the best but never found it.

In the light of our present day understanding, it is manifestly unfair that either capital or labor should attempt to do anything which would threaten the continuation of those harmonious and co-operative relations which are essential to the highest prosperity of each, while certainly they should both recognize that the great public must be considered because the great public is in the end the ruler of their destiny.

It was with a clear understanding that the stockholders, the management, the employees and the public must be brought together, under a plan which would ensure justice to all, which inspired the Board of Directors of the Standard Oil Company of Indiana to adopt the Industrial Relations Plan which is now in operation. In working out this plan the Company employed the best brains obtainable in order that every means of bringing about fullest contact should be provided, and that this contact once established should be maintained to the satisfaction and profit of all.

It has been an underlying principle of the management of the Standard Oil Company of Indiana to deal in fairness and justice with its employees, to compensate them liberally for their labor and to ensure them, in so far as it was possible, against unemployment. The Company has not adopted the Industrial Relations Plan as a corrective, but rather as a preventive measure. It wants the best and most reliable machinery at hand which, when infused with the right spirit, will maintain, under all circumstances, a friendly and co-operative relationship between the management and the employee. The Company desires to perpetuate that which, in the light of its experience, has been found good; and not only to continue but to increase the spirit of confidence, fairness and mutual understanding which has always marked

the relationship of the Standard Oil Company with its employees. We believe that the Industrial Relations Plan will do all this and more. It gives the employee a direct voice in all matters pertaining to his employment, working and living conditions, and ensures him a method of bringing his ideas as to how the business in which he is engaged might be bettered directly to the attention of those in authority.

Only recently have representation plans in industry been considered seriously, and the good results to be derived from the adoption of such plans were not appreciated either by management or employees until the stress of war put them to the test. During the war several such plans were approved by the War Labor Board, and all showed satisfactory results. The Plan adopted by the Standard Oil Company of Indiana has been drawn after a careful study of all such plans, and we believe that we have incorporated in it the strength of all and the weakness of none of them. Under this Plan all business is conducted by a Joint General Committee composed equally of (1) representatives elected by the employees from among their number, and (2) representatives appointed by the management from among the officers. This committee is free to take such action as it finds desirable. It effects its own organization and specifies the manner in which it shall conduct its business. This organization is new, but already the Joint General Committee at three great refineries are taking their work seriously. The questions coming before the several Committees are numerous, many of them difficult of adjustment, but representatives of both employees and management are studying each question intelligently, and their recommendations thus far have been accepted without exception and have either been put into effect or will be as soon as possible. It would be too much to expect that the decisions of the Joint General Committees should at all times prove satisfactory to every one concerned, but with the overwhelming mass of detail which must be taken care of during the preliminary month it is apparent that these Committees are doing their work thoroughly, conscientiously and with a determination to be fair to all concerned. It is apparent that all classes of employees are mindful of the fact that it will take time, patience and mutual forbearance on the part of all before this Plan can completely establish itself and demonstrate its value to all concerned. A review of the business already transacted by the Joint General Committees shows that an efficient organization has been developed and gives assurance that all matters to be considered will be handled with constantly increasing wisdom and discernment.

On behalf of the Board of Directors I wish to state that we are squarely behind the Industrial Relations Plan. We have great faith in its operation and we believe that it will daily strengthen the bonds of good will, confidence and understanding in the family of twenty thousand employees, of which the Directors and officers are a part.

SAFETY FIRST

Safety First. What does it mean? SAFETY means freedom from danger, injury or damage. First means foremost, before anything else. Therefore SAFETY FIRST means freedom from injury or danger before anything else.

Let us get the SAFETY FIRST slogan foremost in our mind. Only by safe thinking for ourselves, and of our fellow workmen, we will be able to steer clear of danger and accidents.

The management has more in mind than the mere reduction of lost time accidents, it looks on the question humanely; it wishes to prevent the loss of life and limb, and reduce pain and suffering to a minimum.

Next to Red Cross work comes SAFETY FIRST, with this difference however, the Red Cross takes care of the injured while we try to prevent the injury.

Let us boost for SAFETY at all times.

D. A. SCOTT
Safety Director, Sugar Creek

Representative Edward John Evans, of Division 11, discovering that his initials stood for Energy, Justice and Equity, utilized his discovery to good effect in a campaign ad in a Whiting newspaper.

THE INDUSTRIAL RELATIONS PLAN

Previous to the Great War, little was heard of representation plans, or committee systems, being used in industrial establishments in this country. There were some such plans in use in the United States before the war, perhaps the most notable being that of the Colorado Fuel and Iron Company. The plan there has been in operation about five years and, during the war, has been discussed very widely.

The United States War Labor Board was very much impressed with the practicability of such plans and insisted, when making awards, that such a plan be adopted. Under its direction about eleven such plans were put into operation. Following this example many other plans were put into plants in widely scattered areas.

After careful observations and study of all of these, the Standard Oil Company of Indiana, through its Board of Directors, decided that if such plans were good in principle and successful in operation that it should avail itself of the earliest opportunity to inaugurate the system in its various refineries. To this end, men of extensive experience who understood the details of the operation of these representation plans made an extensive study of the refineries of the Company and outlined an Industrial Relations Plan for the Company.

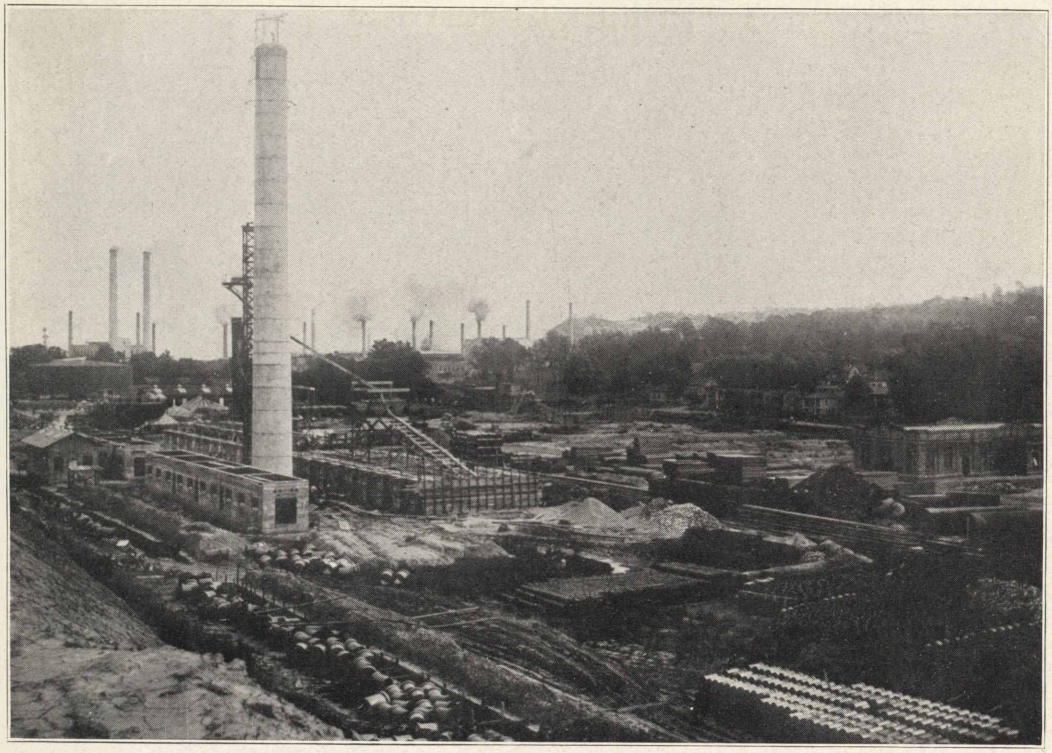
The Industrial Relations Plan contains something more than a method of representation of Employees and Employers. It creates a department of Industrial Relations embracing all existing and contemplated activities pertaining to social and industrial betterment and the well-being of employees at the Company's refineries. This department is under the direction of a Director of Industrial Relations, who has an Assistant located at each plant at all times. The various divisions of the department are to be: the employment division; the safety and accident division; the health and welfare division; the housing division; the workmen's compensation division; the annuities and compensations division; and the statistics and publication division. It will embrace other divisions which may be created later. The department is taking over these divisions as rapidly as possible.

The Plan embraces the representation of employees and management in a Joint General Committee. The representatives of the employees are elected by secret ballot. The representatives of the management are appointed, and may equal but can not exceed those of the employees. The Committee may consider any matter of mutual interest to employees and management or of special interest to the employees. The things which it considers may originate within the Committee or be presented to it by any representative at the request of employees or referred to it by the management. This Committee may make, to the management, any recommendations which, in its judgment, are deserving of consideration. This permits all matters of interest to employees to be brought to the management's attention in an orderly way.

Under the heading of Procedure in Matters Requiring Adjustment, the employees and their representatives are protected in their positions. An employee knows definitely for what he may be discharged and knows what appeals he may make in order to justify himself if he has been unjustly treated or subjected to any unfair condition. An employee's representative is assured complete independence in the discharge of his duties as a representative.

The Plan contains a statement of Principles and Policies Governing Relations between the Management and Employees. Such general statements as are found under this heading do not usually appear in plans of representation. Yet they are very desirable because from the start they lay down principles governing matters on which there is liable to be wide differences of opinion and on which a definite understanding arranged on a fair basis is highly desirable.

In general the Management of the Standard Oil Company of Indiana belives that the Industrial Relations Plan is one of the broadest and fairest to be found anywhere and desires to do everything possible to make it the means of insuring just and harmonious relations within the industry.



ADDITIONAL FACILITIES AT SUGAR CREEK

The Company's plant at Sugar Creek, Mo., is being enlarged and amplified to care for the ever-increasing demand for the products which have made the Company famous, and brought it to its present position in the industry.

The new construction is being put in on the Crawford tract lying almost due south of the main plant as at present organized. When completed this new work will give the Sugar Creek Refinery the additional facilities it needs. The accompanying illustration shows the progress which has been made up to the last week in August.

Among the items listed as new equipment may be mentioned ten continuous stills, twenty large shell fired pressure stills, twenty tube stills, a new pump house, a large concrete separator box, nineteen large working tanks and three gasoline storage tanks.

The preparation of the ground to make room for these additions to the plant began almost two years ago when the grading away of 150,000 cubic yards of material was started. The tearing down of this hill was a job which had to be completed before the construction work proper could be begun.

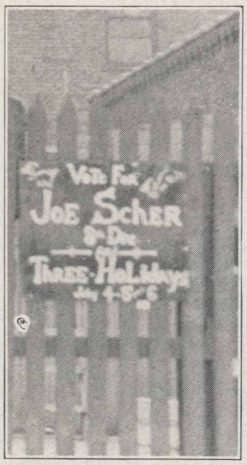
But the hill is gone now and the great stack which marks the location of the pressure stills indicates what soon will be a hive of industry.

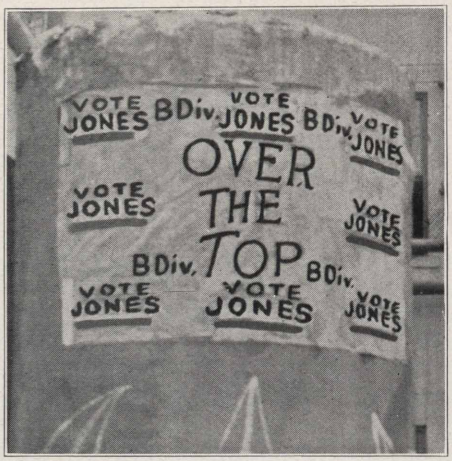
With the completion of this work the number of men employed at Sugar Creek will be materially increased, and it will mean the arrival of opportunity to those of the older employees who have been preparing against that day.

SEND US NEWS

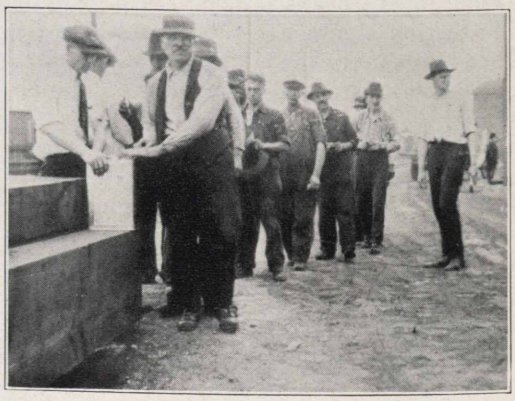
The Record wishes every one of the Company employees to consider himself an associate editor of this publication.

Have you any worthwhile ideas? Why, for instance, does the Industrial Relations Plan particularly appeal to you? Do you know of something which, if published, would be of interest to your fellowworkers? If so, tell us about it.





A Mass Meeting at Whiting



THE PRIMARIES AND THE ELECTIONS

The Industrial Relations Plan lays down in definite comprehensive form the method for selecting representatives and rules for conducting nominations and elections. This was done to avoid, if possible, all disputes and misunderstandings which might arise concerning the general principles on which these elections are held. The details of these elections were arranged by the Assistant Directors of Industrial Relations at Whiting, Wood River and Sugar Creek. In future it is hoped and expected that the Joint General Committees will assume this responsibility.

The Plan was announced to employees by printed notices posted at the various refineries on June 5th, 1919. These notices read, in part, as follows:

> "This Company invites the co-operation of every employee in helping it to maintain its long-established policy of fair treatment to all employees, and on its part, desires to co-operate in promoting the well-being of its employees and in maintaining at all times just and harmonious relations.
>
> "In order that employees may co-operate most effectively, the Company desires to establish an Industrial Relations Plan whereby it is proposed that representatives of the employees shall confer with representatives of the management concerning matters of mutual benefit. The Company invites employees to nominate from their number on Wednesday, June 11th, 1919, persons in whom they have every confidence, from whom, as candidates, on Monday, June 16th, 1919, they shall elect representatives who shall represent them in dealing with officials or representatives of the Company.
>
> "Every employee entitled to vote is asked to take part in the voting in order that representatives may be elected as the result of a full and free choice on the part of the employees."

On the same day the booklets, outlining the Industrial Relations Plan, were handed to the men, with the exception of the employees at Sugar Creek, where distribution was not completed until June 6th owing to

delay in shipment. These booklets were read eagerly by the men and furnished them with material for discussion and speculation. It was something new; something not in line with the old order of things, and while received with enthusiasm by most of the men, it is but fair to state that, at first, it was regarded with a touch of suspicion in certain quarters.

The employees generally took the Plan seriously and began to study it earnestly, thoughtfully, with a view to making it useful to all concerned. They cast about among their fellow-workers for those who could best represent them in conference with the management. Meetings were held and the merits of all those whose names had been proposed were discussed with seriousness and animation.

When groups of two or three met, the talk was of the new arrangement and the interest increased as the Plan became better understood. The constant discussion of the Plan and the kind of men wanted to properly represent the employees resulted in the elimination of many possible candidates and the concentration of attention upon a few who had shown a natural aptitude for leadership. When the primary election was held it was from among these few that candidates were selected.

The primaries were at the three refineries on June 11th and from the great body of employees 116 men were selected as nominees for the office of Employees' Representatives. At Whiting there were 66 candidates; at Wood River 24, and at Sugar Creek 36.

The next morning the names of all who had been successful in getting the nomination were announced and the political pot, which up to that time had shown little activity, boiled merrily, and the big fight for preferment was on.

The election was but five days away, and those who had been chosen at the primaries began a strenuous campaign to win a place on the First Joint General Committee.

Placards and bulletins appeared on tanks, truck bodies, sidewalks, fences or wherever it was thought they would attract attention, announcing the candidacy of this man or that, and urging those in his division to cast their votes for him.

Meetings were held about the plant where the candidates talked to groups of their fellow-employees in an effort to win themselves the support of as many voters as was possible.

Personal cards and other established mediums for winning votes were in evidence throughout the plants and their distribution was effected in a manner approved by politicians everywhere.

The interest in the election was universal and excitement ran high as the momentous day approached.

Early in the morning of June 16th the ballot boxes, each in charge of two tellers and a polling clerk, appeared in the various divisions, and every man on the polling list was given an opportunity to express his wishes as to who should represent him until the next general election. The voting started in time to allow those who were going off from the "Grave Yard" Shift, to cast their ballots before going home, and was continued until late in the evening when the last man was through. The ballots were counted and the results posted that night so that the next morning every one knew who the successful candidates were.

In planning the election machinery, it was necessary to subdivide the voters in some way which would expedite the balloting and enable those in charge to discharge their duties with as little unnecessary labor as possible.

To do this notices were posted about the plants announcing the several divisions and indicating the number of representatives to be elected from each. This grouping of men proved to be a very difficult task, as it was desirable that those who voted in any one division should have some unity of occupation, or where two or more of the smaller departments had to be included in one division that they should have some unity of location in the plant.

It was impossible, of course, to adhere strictly to such procedure, but it was followed as closely as possible and proved satisfactory.

This system divided the Whiting works into eleven divisions, with twenty-two representatives; at Wood River eight representatives were elected from six divisions

(*Continued on page 32*)

MEETING THEM FACE TO FACE

One of the principal reasons for the adoption of the Industrial Relations Plan by the Standard Oil Company of Indiana, was to provide easy and effective communication between the management and the great body of employees who make up the working force. To the man on the job it is of importance that this primary aim be achieved, while to the management, and more particularly to the Board of Directors, such achievement is imperative if they are to keep in close touch with the organization which they direct.

To bring about this most desirable condition it is essential that all classes of employees should realize that their fellow-workers are just plain human beings like themselves. That they may understand this more clearly it is desirable that the officials of the Company find ways and means to meet the employees and talk over their mutual problems with frankness and sympathy.

Realizing the value of such intimate association, the Board of Directors have decided that they will, as often as possible, meet with the employees at the several plants in order that they may come into personal contact with as many of the men as possible, making sure that on such occasions they shall meet the employees' representatives. Pursuant to this idea, Mr. R. W. Stewart, Chairman of the Board of Directors; Dr. William M. Burton, President; Mr. H. S. Morton, Vice-President; Mr. W. E. Warwick, General Manager of Manufacture; Mr. Seth Drake, General Manager of Sales; and Mr. Beaumont Parks, General Superintendent, visited Whiting and met with the employees' representatives at the Company's lunch room at the plant on July 31.

All arrangements for the dinner were planned and executed by the Sub-Committee on Entertainment. This Committee did its work skillfully and well and so arranged matters that all formality was dispensed with, and those present took their places at the table without regard to the niche they filled in the Standard Oil organization. The visiting executives were scattered about and had opportunity to rub elbows with those men from the plant who happened to sit next to them. In this way both the officials and the men had opportunity to see and talk intimately with their fellows, and from this intercourse came a better understanding than would have been possible under almost any other circumstances.

While the dinner was in no sense a banquet, it was thought best to ask a few of those present for some expression of opinion as to the Industrial Relations Plan and what its adoption was likely to mean to the Company and to the employees.

Mr. J. W. Curry, Director of Industrial Relations, acted as toastmaster for the occasion. Mr. T. S. Cooke, Assistant Superintendent, spoke for the Whiting management. The next speaker was Employees' Representative George Hulatt. Following Mr. Hulatt, Dr. Wm. M. Burton, President of the Company, spoke. Dr. Burton was for many years Superintendent of the Whiting plant and was known to most of those present. Mr. D. J. Gallagher, Employees' Representative, spoke earnestly and forcefully in favor of the Industrial Relations Plan and all it represented. An article found elsewhere in this issue, entitled "The Dream of My Life," embodies the main sentiments from Mr. Gallagher's address. Other speakers were Management's Representative T. S. Boyle, Employees' Chairman J. L. Trueblood, General Superintendent B. Parks and Mr. R. W. Stewart, Chairman of the Board of Directors and executive head of the Company. Mr. Stewart expressed to those present how earnestly he believed in the efficacy of the Industrial Relations Plan, how much he appreciated the opportunity of getting down to the Refinery and meeting there the men who were performing the several operations necessary in the manufacture of the finished products, and impressed upon his hearers his deep conviction that by working together the Company, and all those who were connected with it, would benefit.

This meeting, with its complete lack of formality and its freedom from restraint, demonstrated to those present the desir-

ability of adopting such means to bring about at least a little of the personal contact which is so marked an advantage in the conduct of smaller enterprises. Throughout the evening the meeting was marked by serious consideration of serious problems, a spirit of earnestness and above all, a spirit of enthusiasm.

MEETING AT WOOD RIVER

So successful was the meeting at Whiting, that on August 6th, Col. R. W. Stewart, Dr. Burton, Mr. Morton, Mr. Warwick and Mr. Drake visited the Joint General Committee at Wood River. Here Mr. C. B. Manbeck, Manager of the Plant, acted as toastmaster and opened the festivities by announcing that the most important things to be considered at that time were some sixteen fried chickens which had been secured in accordance with law and custom.

At Wood River the meeting was held in the Company's dining room and talks were made by President W. M. Burton, Employees' Representative John Durham, Mr. J. W. Curry, Director of Industrial Relations, Vice-President H. S. Morton, Employees' Representative F. Gross, Mr. Seth Drake, General Manager Sales Department, Emlpoyees' Chairman W. E. Kelly, and Chairman R. W. Stewart.

SUGAR CREEK ENTHUSIASTIC

That both employees and representatives of the Company already have entered fully into the spirit of friendly co-operation, which is the fundamental principle of the new Industrial Relations Plan, was demonstrated at the dinner at Sugar Creek on September 4th, when members of the board of directors, employees and local representatives of the Company sat down to an informal dinner.

The first demonstration came in a speech by Mr. Wallace, the very theme of whose address showed that he had completely grasped the one big idea of the new Plan and is prepared to put it into practice as something beneficial to himself and to his fellow workers.

"What is for the welfare of the Company is for the welfare of the employee, and what is for the welfare of the employee is for the welfare of the Company," was the theme, and therein, expressed in simple and forceful words, lies the reason why both the management and the employees are waxing enthusiastic over the Industrial Relations Plan.

The second demonstration was in a talk by Mr. Hurt, Assistant Director of Industrial Relations. The topic of his speech was "Service," and he would have done well if he had added to that single word another and made it "Service, Unlimited." For it is service, unlimited, that Mr. Hurt, as assistant director, proposes to give, and in this proposal he is carrying out to its best conclusion the idea of friendly co-operation which actuated the Board of Directors in putting the Industrial Relations Plan into effect.

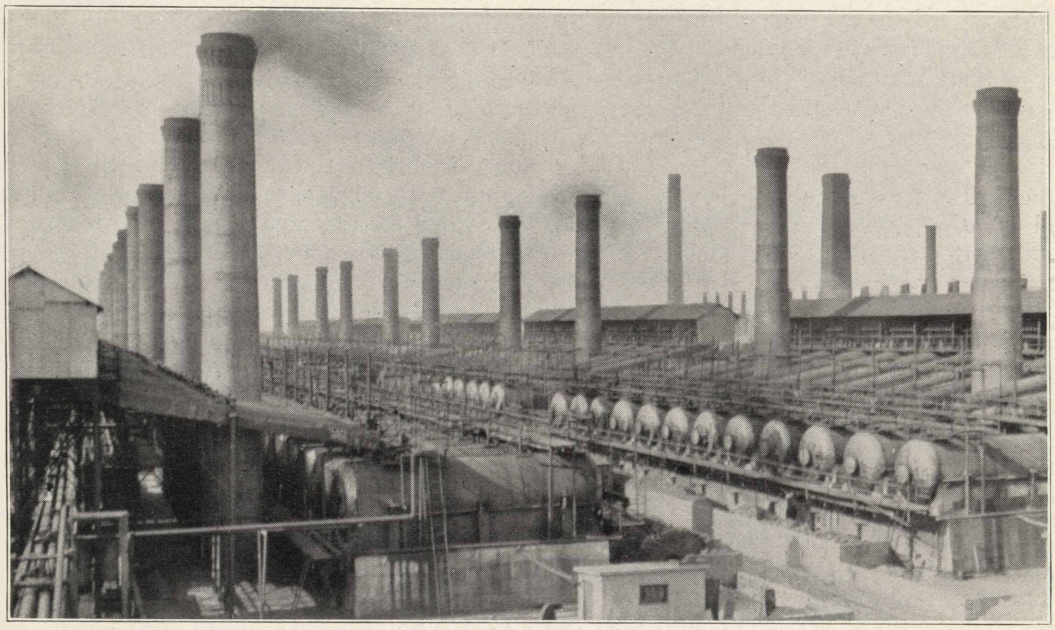
The dinner, which followed a visit by the Board of Directors to the plant and also to the sales offices, was very informal and everyone enjoyed it except the chickens, which were consumed with wondrous avidity.

Mr. Moffett, who presided at the speaking, introduced Mr. Ruehlman, Employees' Vice-Chairman of the Joint General Committee and member of the Sub-Committee on Publications. Mr. Ruehlman spoke of the hope of the Committee that it would be able to make the Sugar Creek representation in this and other publications as good or better than that of any of the other plants. He also broached the matter of transportation of employees to and from the Sugar Creek plant.

President Burton, speaking of the Industrial Relations Plan, said: "It has always been part of the underlying principles upon which the business of the Standard Oil Company has been built, that friendly, sympathetic co-operation between the employee and the employer was necessary, but up to this time no organized plan to carry out the idea had been put into effect. In the Industrial Relations Plan a definite, orderly method of insuring this desirable condition has been inaugurated and it will, we believe, realize the hopes of all."

The need for a Y. M. C. A. or club house for the employees at Sugar Creek was touched upon by Employees' Representative Dickey, member of the Sub-Committee on Athletics, Recreation and Entertainment.

(*Continued on page 15*)



THE PRESSURE STILL

By F. S. Cooke, *Assistant Superintendent*

WHITING, IND.

As you look at the Pressure Stills, dingy cylinders sleeping row on row in brick and concrete beds, as like as pewter soldiers cast in the same mold, it is hard to realize that here is the being of one of the few great inventions of modern times. A fine thing, we say, to make money for the Standard Oil Company. They make gasoline out of gas oil and petroleum residues that have little value to begin with. True they make money for the Standard Oil Company, but how many of us realize the greater and more far-reaching results of this wonderful process?

It has been said that he who causes to grow two blades of grass where but one grew before, has achievement greater than the conqueror of a nation. In itself it seems a little thing, but back of that increase of production lies a principle greater than all others. Civilization is founded upon and advanced by three things—law, health, and goods. Law directs the spiritual, moral and social life of a people. Health gives it strength and vitality to be and do and go forward. Goods are the fruits of prosperity and the foundation of its future. Without law there would be chaos and malicious injustice incompatible with even the lowest and most primitive civilization. Without health a race will wither and vanish and its civilization die or pass on to the advantage of another more virile race. But without goods there is naught but suffering and hardship; law is forgotten and health lost in the miserable struggle for a mere existence in the savage darkness of poverty. Goods, therefore, are in reality the foundation and life of civilization. The people which produce an ample supply of goods can, and usually do, develop law and health to complete and advance its civilization and happiness, and the people who lack production will as inevitably lose all.

The production of goods or wealth is dependent on two things primarily—natural resources and industry. The natural resources, soil, sea, water power and minerals, are in the main fixed quantities and beyond the power of man to increase. Industry, the energetic and wise use of natural resources, is man's own. It is his to develop and enlarge as far as his ambition and wisdom shall permit. It is to

industry therefore that we must look for the greater production of wealth and the attendant advance of civilization. Nature gave us the soil, the sea and the rest. We may war over possession of them, we may divide and redivide, but we can not increase their extent nor their usefulness to civilization, except as industry shall increase their production of goods. He who causes to grow two blades of grass where but one grew before, has done more to advance civilization than he who wins a battle or conquers a nation.

In 1859 E. L. Drake drilled a well on Oil Creek in Western Pennsylvania for the avowed purpose of producing rock oil or petroleum. His project was successful and made the beginning of the petroleum industry in the United States. From that time until the present the industry has steadily advanced in magnitude and importance till it now ranks with iron and coal in the big trinity of production. Seemingly insurmountable difficulties were met at the very beginning and all along the line. Methods for drilling holes hundreds of feet into the earth, through soft caving soil and flint-like rock had to be devised. There was water ever present that must be excluded. Then means for pumping, storing and transporting the oil must be found. These things seem simple to us now, but in the beginning each one offered a field for necessary invention. Then there arose the problem of how best to get from the oil usable products, and the business of refining was on its way.

To enumerate the difficulties encountered and the inventions made to overcome them in the development of refining, would be a task beyond the scope of this article and the ability of the writer. Everything you see in the refinery, everything you work with, every process in operation, is the fruit of the invention made by some man or group of men for the advancement of the oil industry.

Until about the year 1905 these difficulties and problems were all of one class, how best to separate and use the various substances found in Crude Petroleum. About that time a new problem arose. Previously, the natural proportion of the various substances in petroleum had been about in accord with the demand for them, so that there had been no permanent need to change this proportion, except by more complete and careful separation. About this time the internal combustion gasoline engine began to attain prominence, and almost at once the demand for gasoline as a fuel for these engines began to exceed the natural proportion of this material in the crude oil. One of two things must be done. Either the remaining products of petroleum must be thrown away and lost to produce more gasoline, or the development of the gasoline engine stopped and with it the automobile, the motor truck, the farm tractor, the aeroplane and the host of other useful developments dependent on it. Either would have been a calamity.

By 1910 the situation had become so alarming that it was uppermost in the mind of every oil refiner and gasoline engine builder. Attempts were made to build engines to run on the less volatile products of petroleum. Few of these bore fruit and none was entirely successful. The oil refiners put forth every effort to improve their separating means to get out the last per cent, the last drop of the precious motor fuel available in the crude oil. These efforts were effective and for a time held off the fatal day when progress must stop for want of gasoline. But the demand increased beyond the scope of these successes and the cry for more became a clamor. Something must be done to increase the production of gasoline beyond the proportion naturally available in the crude. Universities and private laboratories took up the problem. Industrial institutions, large and small, gave it attention. More trained minds were turned to this problem perhaps than to any other industrial problem of modern times. Who could solve the problem? Who could speak the "Open Sesame" that would show the way beyond this seemingly insurmountable obstacle to progress.

In 1913 the Standard Oil Company of Indiana at its Whiting plant started up the first of the two rows of Pressure Stills shown in the picture. In this process it has given to the world and to civilization the means of producing enormously more gasoline than is present in the natural crude oil.

(Continued on page 15)

THE VALUE OF DISCUSSION

By C. C. KOEHLER, *Employment Bureau*
SUGAR CREEK

"Come, let us reason together."

There is nothing new or strange in this invitation; it was extended thousands of years ago to a people whose opinions were at variance.

We have nothing to do with that day now, but we can profit by their example in accepting the invitation, inasmuch as it is implied in every feature of the Industrial Relations program.

The gist of the solicitation is that it calls for "Fair Play," the thing that men have earnestly craved of their fellow men for centuries, with only a partial realization.

It is a fact admitted by all far-seeing men that the future has potentialities of unrest which may cause our present conditions to pale into insignificance unless some system or working basis is agreed on between employer and employee, whereby ample opportunity may be had for airing all matters of controversy. We must have consultation, deliberation, reasoning and counsel. The Industrial Relations Plan makes this possible.

Fair play is to be had in a fair trial, which requires a hearing of both sides of any proposition. There must be a point of contact between employee and employer whereby matters over which there is a difference of opinion may come up for adjustment.

Fair play calls for the attentive listening to, and consideration of, divergent opinions relative to the matters under discussion.

The motive of none should be impugned unless it is plainly evident that a spirit of recrimination actuates or prompts his remarks.

All should be sincere in their views and acquainted with all facts prior to the presentation of their side of the question.

An "argumentative" discussion does not necessarily mean that men who so thresh out matters are not honest in their convictions, for often the most aggressive in debate are the most amenable to reason.

Men wax eloquent or sarcastic when occasion seems to call for it. These have weight in swaying sentiment for or against a proposition, only with these people whose powers of reasoning have not been cultivated to the proper standard, or with those who know little of the real issue in point. Eloquence may cause the unreasoning man to unwittingly lend his support to, or cast his vote for, a cause that may be inimical to his best interests, while the one who has delved into the matter will act with more discretion and give his support where reason dictates it should be given.

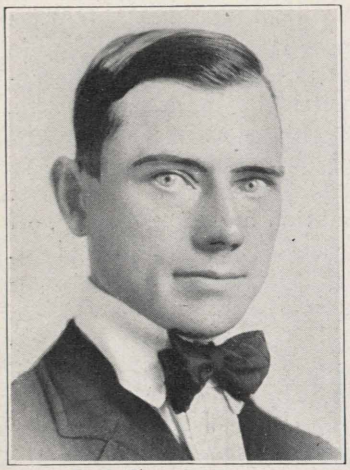
One object of the aforementioned program is that a more harmonious working basis may be arrived at. Properly handled, this will not call for the sacrifice of any rights now claimed by those whose interests it is intended to preserve. Eventually there will be evolved a system which will eliminate all objectionable features of the past. This evolution must of necessity be gradual, but none the less sure, if we would avoid the more drastic and revolutionary changes, which but few thinking men advocate, and all would like to avoid.

In conclusion let it be understood that the object and fervent desire of the originators of the Plan is to formulate ways and means whereby their fellowmen might come into closer association with each other and reason together as big and broad-minded men should. The general approval which the Plan has met with to date is evidence of the faith placed in its power to bring about better conditions.

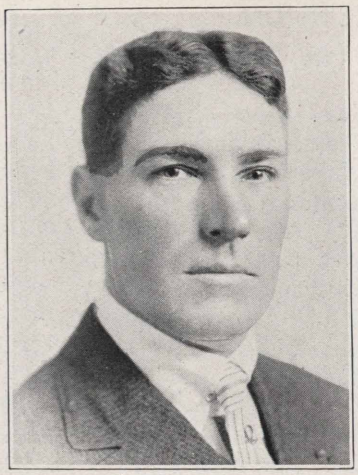
CASPER NEXT!

When the Industrial Relations Plan was under consideration, and after its adoption had been decided on, it was expected that the new arrangement would be put into effect simultaneously at Whiting, Wood River, Sugar Creek and Casper.

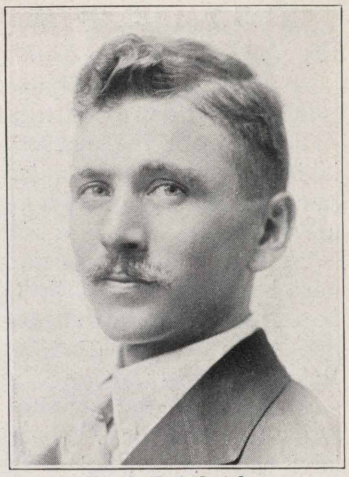
The volume of detail necessary to carry on the primaries, the election and the final organization of the Joint General Committees, was such as to make it necessary to postpone inaugurating the plan at Casper until after the other three refineries had been put on a working basis. This now has been accomplished and the work of putting the plan into effect at Casper either has been, or shortly will be, completed. As this is written, the Director of Industrial Relations, J. W. Curry, is in Casper to work out the details of organization at that plant.



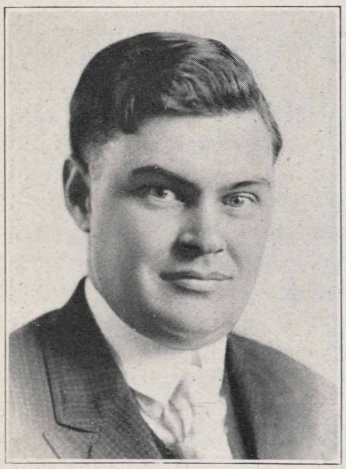
Fred Alexander Gross



Fred Emmel

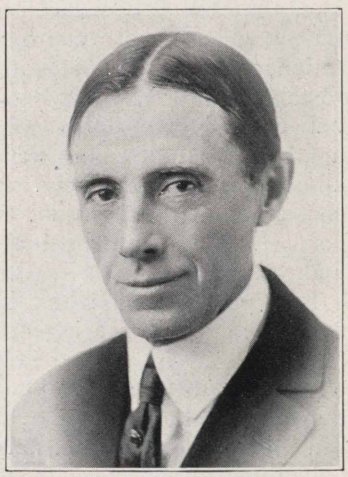


Frank F. Adlesich

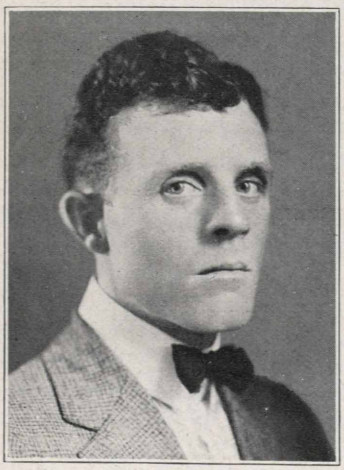


George William Pilcher

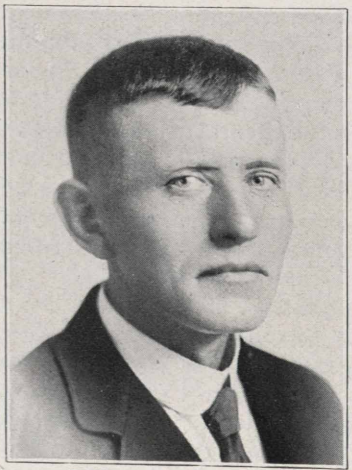
EMPLOYEES' REPRESENTATIVES WOOD RIVER JOINT GENERAL COMMITTEE



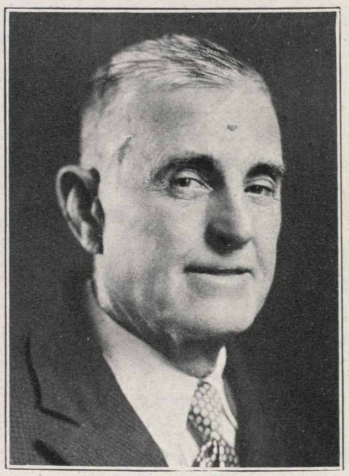
William Edward Kelly



George William Thompson



William J. Johannsen



John M. Durham

WOOD RIVER REPRESENTATIVES

William Edward Kelly, born November 7, 1870, in Yorkshire, England. Married, lives in Alton, Illinois. Employed by the Company since 1915, present employment, Bricklayer. Employees' Representative of Joint General Committee and member of the Sub-Committee on Annuities and Benefits.

* * *

George William Thompson, born December 4, 1888, at Cleveland, Ohio. Single, lives at Wood River, Illinois. In employ of Company for about ten years, present employment, Crude Stillman. Employees' Representative for Division 1, member of Sub-Committees on Health, Sanitation and Welfare; Publication and Statistics, and Recreation and Athletics.

* * *

George William Pilcher, born November 10, 1892, in Newborn, Illinois. Married, lives in Wood River, Illinois. Has been in employ of Company since 1915, present employment, Stillman Helper on Pressure Stills. Employees' Representative for Division 1, member of Sub-Committees on Seniority and Eligibility; Health, Sanitation and Welfare, and Employment and Working Conditions.

* * *

John M. Durham, born November 16, 1853, in Cherry Grove, Ohio. Married, lives in Wood River, Illinois. Entered employ of Company in 1914, present employment, Watchman in charge of Service Station. Employees' Representative for Division 2, member of Sub-Committees on Wages, and Workmen's Compensation.

* * *

Frank F. Adlesich, born May 9, 1891, in Ravnagora, Croatia. Married, lives in Wood River, Illinois. Been with the Company since 1918, present employment, Coke Still Cleaner. Employees' Representative for Division 2, member of Sub-Committees on Workmen's Compensation and Employment and Working Conditions.

* * *

William J. Johannsen, born in Schulp, Germany. Married, lives in Godfrey, Illinois. Been with the Company since 1918. Present employment, Carpenter. Employees' Representative for Division 6, member of Sub-Committees on Safety and Housing.

* * *

Fred Emmel, born May 3, 1880, in Chicago, Illinois. Married, lives in Alton, Illinois. Been in employ of Company since 1910, present employment, Boilermaker. Employees' Representative for Division 3, member of Sub-Committees on Wages; Athletics and Recreation; Annuities and Benefits.

* * *

Fred Alexander Gross, born May 11, 1886, at Reynoldsville, Pa. Married, lives at Wood River, Illinois. Been in the employ of the Company since 1917, present employment, Tar Line Inspector. Employees' Representative for Division 4, member of Sub-Committees on Housing and Wages.

MEETING THEM FACE TO FACE

(Continued from page 10)

Non-partisanship in conducting the affairs of the Joint General Committee was urged by Mr. Hicks, its secretary, who declared that it would be most regrettable if, in voting on any matter which might come before the Committee, the employees and Company representatives should divide on "party lines."

Col. R. W. Stewart, the last of the "regular" speakers, received a wholehearted greeting from those present when he told them that if they thought the Board of Directors were less interested than other employees they were mistaken.

Following the announced speakers, a general invitation was extended to all those present to talk upon any subject that seemed to them worth while. This invitation was accepted by several of the men, who brought out clearly and forcefully that the sentiment toward the Company of the men of the Sugar Creek plant never was better or more friendly than it is at this time.

These meetings were so very satisfactory in every way that it is hoped that many such can be arranged, and all are looking forward to the Annual Joint Conference to be held in accordance with Article V, page 17, of the Industrial Relations Plan.

THE PRESSURE STILL

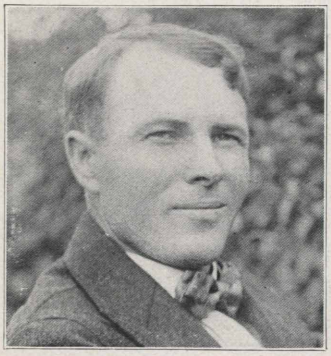
(Continued from page 12)

The day has been saved for the gasoline engine, and all the progress and wealth to the race that goes with it. Up to the close of 1918 this process has produced over 20,000,000 barrels of gasoline which without it would never have existed. What the results of 1919 will be we can not now tell, but they will be great. The Standard Oil Company of Indiana has made money by this process. Yes, but greater than that it has given to humanity the solution of a depressing problem. And how complete is this solution may be judged from the fact that during almost seven years of operation of this process no other has been developed that can successfully compete with it.

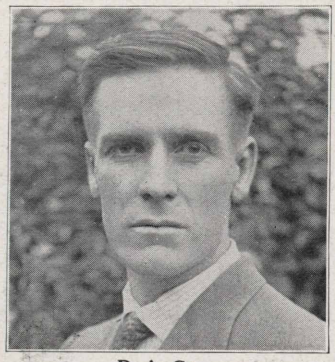
The Standard Oil Company of Indiana has brought into being two measures of gasoline where but one existed before. We, the employees of the Standard Oil Company are proud of it.

EMPLOYEES' REPRESENTATIVES

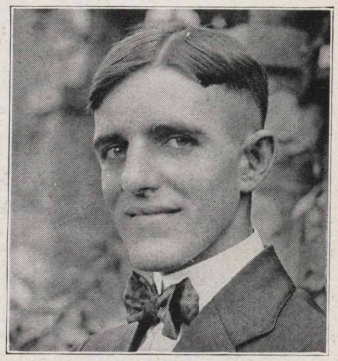
SUGAR CREEK



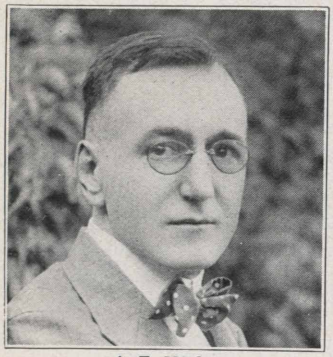
Claud Burson



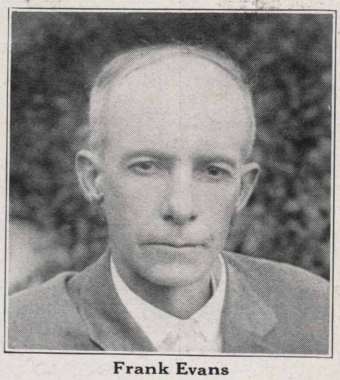
D. A. Gray



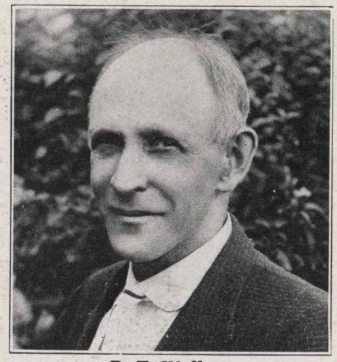
John S. Dickey



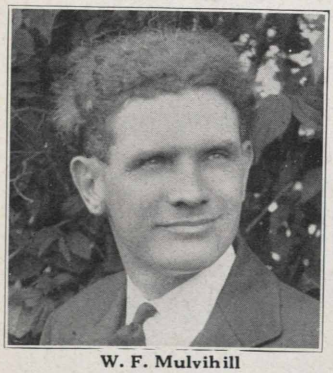
A. E. Hicks



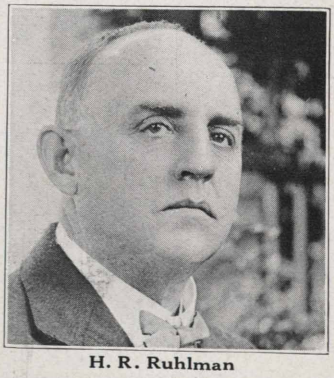
Frank Evans



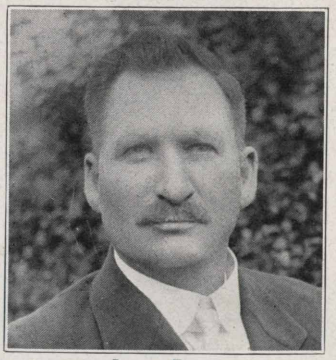
B. F. Wallace



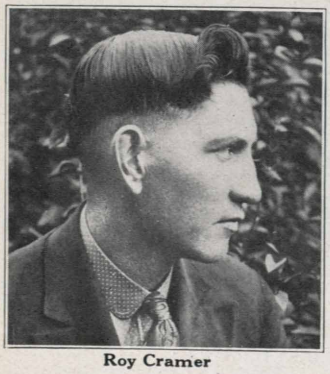
W. F. Mulvihill



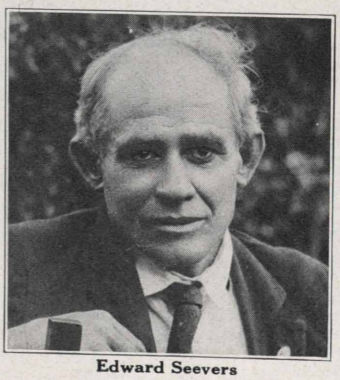
H. R. Ruhlman



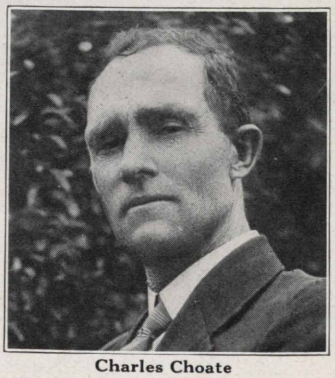
James Burns



Roy Cramer



Edward Seevers



Charles Choate

EMPLOYEES' REPRESENTATIVES

SUGAR CREEK

B. F. Wallace, born June 25, 1869, in Independence, Mo. Widower, lives at Independence, Mo. Three years in employ of Company, present employment, Machinist. Employees' Representative for Division 7; Employees' Chairman of Joint General Committee and member of Sub-Committee on Safety and Accidents.

* * *

H. R. Ruhlman, born March 8, 1871, in Youngstown, Ohio. Married, lives at Independence, Mo. Three years in employ of Company, present employment, Gas Absorption Operator. Employees' Representative for Division 1; Employees' Vice-Chairman of Joint General Committee.

* * *

A. E. Hicks, born May 2, 1887, at Sherwin, Kansas. Married, lives at Mt. Washington, Mo. Four years in employ of the Company, present employment, Clerk. Employees' Representative for Division 8; Secretary of Joint General Committee.

* * *

Edward Seevers, born November 5, 1873, in Independence, Mo. Married, lives at Sugar Creek, Mo. Four years in employ of Company, present employment, Still Cleaner. Employees' Representative for Division 2.

* * *

James Burns, born September 9, 1874, in Mt. Grove, Mo. Married, lives at Sugar Creek, Mo. Five years in employ of Company, present employment, Cement Finisher. Employees' Representative for Division 2; member of Sub-Committee on Working Conditions.

* * *

Charles Choate, born May 22, 1876, in Effingham, Ill. Married. lives at Independence, Mo. Two years in employ of Company, present employment, Labor Sub-Foreman. Employees' Representative for Division 2; member of Sub-Committee on Hours and Wages.

W. F. Mulvihill, born January 5, 1884, in Osawatomie, Kansas. Married, lives at Rosedale, Kansas. Three years in employ of Company, present employment, Boilermaker Foreman. Employees' Representative for Division 3; member of Sub-Committee on Safety and Accidents.

* * *

D. A. Gray, born March 4, 1881, in Marshall, Mo. Married, lives at Independence, Mo. Three years in employ of Company, present employment, Pipe Fitter. Employees' Representative for Division 4; member of Sub-Committee on Hours and Wages.

* * *

Roy Cramer, born April 5, 1890, at Washington, Kansas. Married, lives at Mt. Washington, Mo. Nine years in employ of Company, present employment, Pipe Fitter. Employees' Representative for Division 4.

* * *

Frank Evans, born December 31, 1872, at LaHarpe, Ill. Married, lives at Sugar Creek, Mo. Two years in employ of Company, present employment, Mason's Laborer. Employees' Representative for Division 5.

* * *

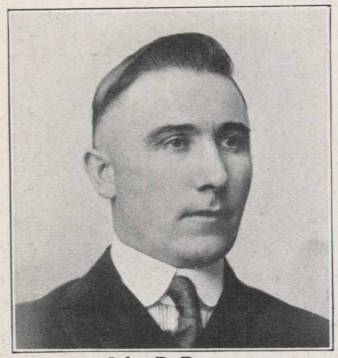
Claud Burson, born January 27, 1887, at Greensburg, Kansas. Married, lives at Independence, Mo. Three years in employ of Company, present employment, Subforeman Carpenters. Employees' Representative for Division 6; member of Sub-Committee on Working Conditions.

* * *

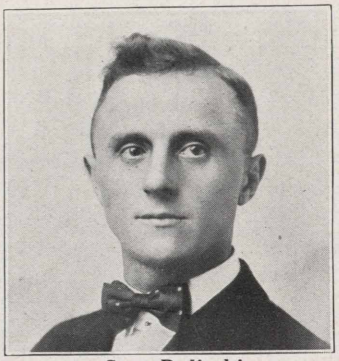
John S. Dickey, born January 21, 1891, in Corinth, Miss. Married, lives at Mt. Washington, Mo. Five years in employ of Company, present employment, Pressure Still Helper. Employees' Representative for Division 1; member of Sub-Committee on Wages and Hours.

EMPLOYEES' REPRESENTATIVES

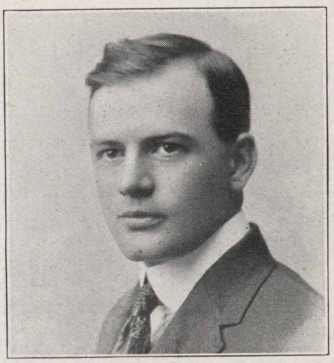
WHITING



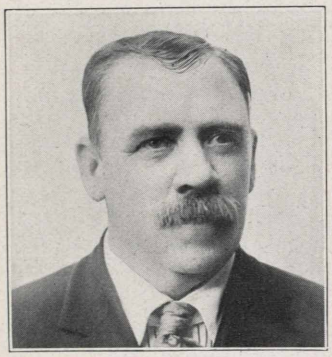
John P. Barry



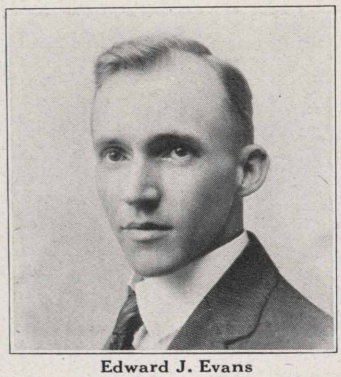
Steve Dedinski



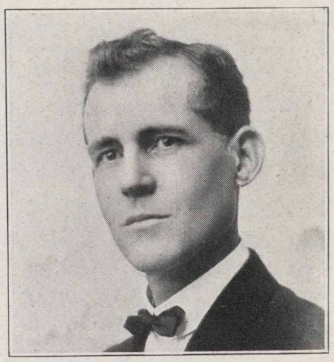
Ben Jones



William Hardy

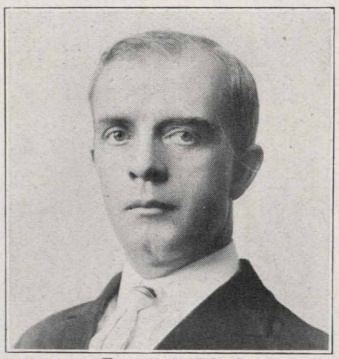


Edward J. Evans

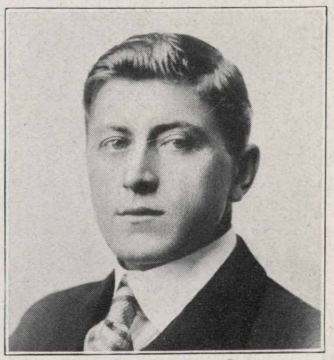


Frank Becton

John Bodick

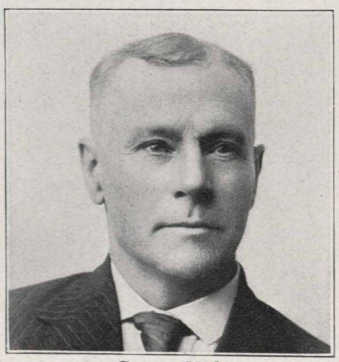


Emery G. Black

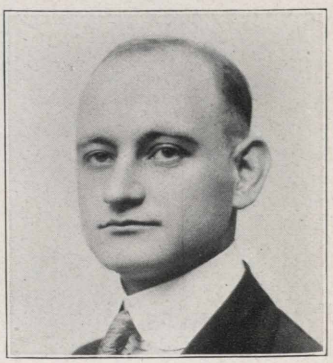


George Kowal

William Fuller



George Hulatt



Jess Abraham

EMPLOYEES' REPRESENTATIVES

WHITING

John P. Barry, born in Ireland, June 24, 1880. Married, lives in East Chicago, Indiana. In employ of Company four years, present employment, Water Tender Helper. Employees' Representative for Division 6, member of Sub-Committee on Wages and Hours.

* * *

Steve Dedinski, born in Austria, December 25, 1886. Married, lives in Whiting. An employee of Company eleven years, present position, Pumper, Paraffine Department. Employees' Representative for Division 16.

* * *

Ben Jones, born in South Chicago, August 24, 1888. Married, lives in Whiting. In employ of Company for fourteen years, present employment, Pumper at Filter Plant. Employees' Representative for Division 8, member of Sub-Committee on Working Conditions.

* * *

William Hardy, born in Pittsburgh, Pa., November 11, 1865. Married, lives in Whiting. In employ of Company twenty-nine years, present employment, Pipe Fitter. Employees' Representative for Division 3. Chairman Sub-Committee on Conciliation. Wears twenty-year service button.

* * *

Edward J. Evans, born in Chicago, May 3, 1886. Married, lives in Whiting. In employ of Company for nineteen years, present employment, Assistant Shipping Clerk. Employees' Representative for Division 11, Assistant Secretary Joint General Committee, Chairman of Committee on Recreation, Athletics and Entertainment.

* * *

Frank Becton, born in Berea, Ohio, August 23, 1877. Married, lives in Chicago. An employee of Company twenty-one years, present employment, Flanger, Boiler Shop. Employees' Representative for Division 2. Wears twenty-year service button.

John Bodick, born in Austria, December 16, 1890. Married, lives in Whiting. In employment of Company eleven years, present employment, Gang Foreman. Employees' Representative for Division 4, member of Sub-Committee on Employment.

* * *

Emery G. Black, born in New Lebanon, Pa., February 10, 1885. Married, lives in Whiting. In employ of Company nineteen years, present employment, Machinist. Employees' Representative for Division 5, Chairman of Sub-Committee on Wages and Hours.

* * *

George Kowal, born in Austria, April 16, 1893. Married, lives in Whiting. An employee of Company for six years, present employment, Tower Still Cleaner. Employees' Representative for Division 4.

* * *

William Fuller, born in Chesterton, Indiana, August 31, 1876. Married, lives in Whiting, Indiana. In employ of Company for seventeen years, present employment, Pipe Fitter. Employees' Representative for Division 3.

* * *

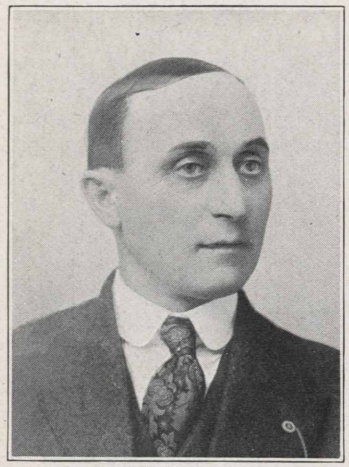
George Hulatt, born in England, February 5, 1865. Married, lives in South Chicago. In employ of Company for five years, present employment, Brick Mason. Employees' Representative for Division 5, member Sub-Committee on Working Conditions.

* * *

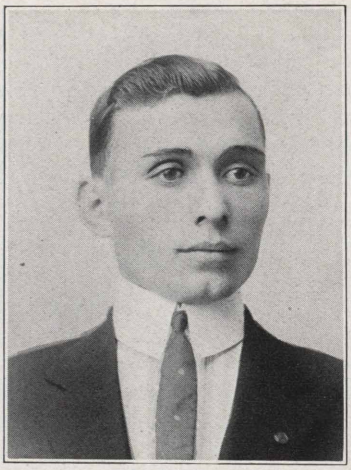
Jess Abraham, born in Wanatah, Indiana, April 19, 1893. Single, lives in Whiting, Indiana. In employ of Company for nine years, present employment, Layer-Out at Boiler Shop. Employees' Representative for Division 2.

EMPLOYEES' REPRESENTATIVES

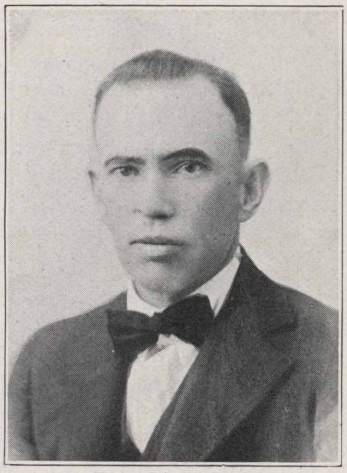
WHITING—*continued*



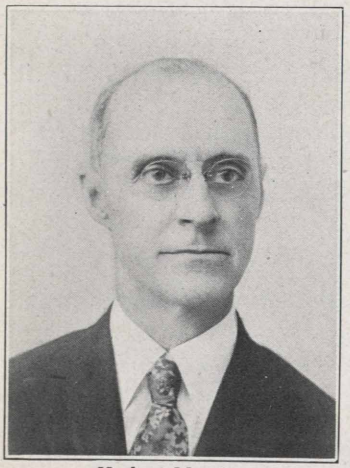
Joseph Stanley



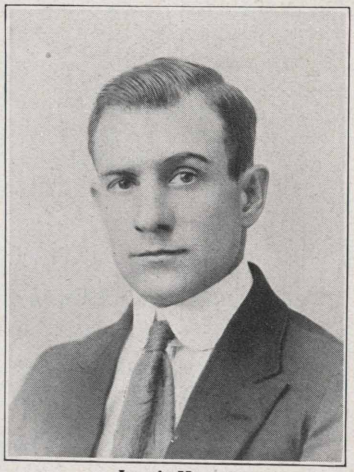
Andy Vargo



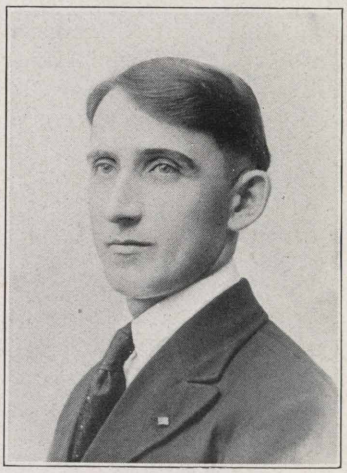
Daniel J. Gallagher



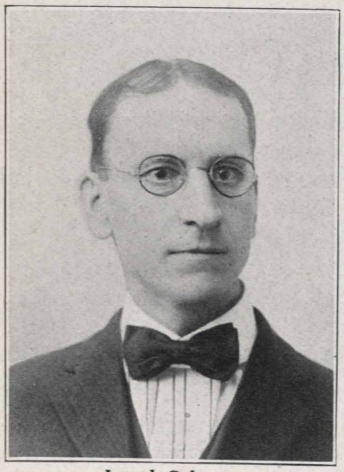
Herbert Morris



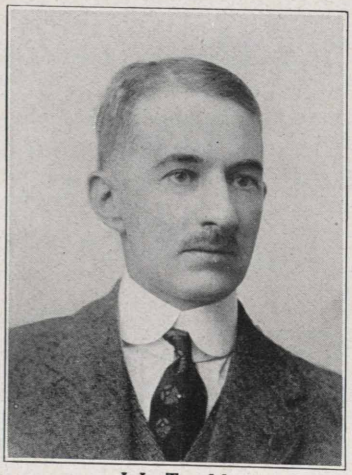
Lewis Kasper



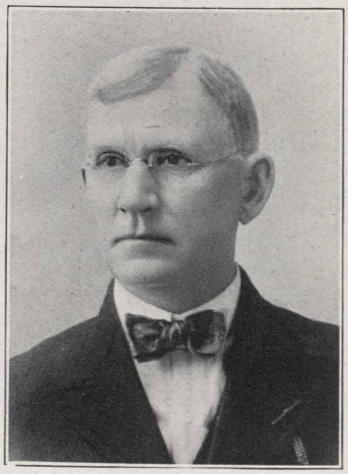
John Krevich



Joseph Scher



J. L. Trueblood



Frank Eaton

EMPLOYEES' REPRESENTATIVES

WHITING—*continued*

Joseph Stanley, born in Chicago, March 24, 1882. Married, lives in Whiting. An employee of Company for fifteen years, present employment, Pumper in Acid Works. Employees' Representative for Division 1, member of Committee on Athletics, Recreation and Entertainment.

* * *

Andy Vargo, born in Hungary, March 21, 1894. Married, lives in Whiting. In employ of Company for seven years, present employment, Pressure Still Cleaner. Employees' Representative for Division 4.

* * *

Daniel J. Gallagher, born at Pittston, Pa., March 24, 1879. Married, lives in Whiting. Entered service of Company about one year ago, present employment, Switchman. Employees' Representative for Division 9, Employees' Vice-Chairman Joint General Committee and member of Sub-Committee on Conciliation.

* * *

Herbert Morris, born in St. Louis, Mo., December 1, 1872. Married, lives in Whiting. Employed in Company for six years, present employment, Pumper, Pressure Still Pump House. Representative for Division 6, member of Sub-Committee on Employment.

* * *

Lewis Kasper, born in Hammond, Indiana, September 26, 1891. Married, lives in Hammond. In employ of Company for two years, present employment, Welder. Employees' Representative for Division 7, member of Sub-Committee on Sanitation and Health.

* * *

John Krevich, born in Croatia, February 18, 1885. Married, lives in Whiting. In employ of Company 1905 to 1909 and 1915 to 1919, present employment, Fireman, Tower Stills. Employees' Representative for Division 6.

Joseph Scher, born in St. John, Indiana, February 15, 1874. Married, lives in Whiting. An employee of the Company nineteen years, present employment, Repair Man in Old Barrel House. Employees' Representative for Division 8. Chairman Sub-Committee on Sanitation and Health.

* * *

J. L. Trueblood, born at Corydon, Indiana, May 12, 1875. Single, lives in Chicago. Entered employment of Company May 27, 1918, present employment, Engineer's Helper, Paraffine Department. Employees' Representative for Division 10, Employees' Chairman Joint General Committee.

* * *

Frank Eaton, born in La Porte, Indiana, July 23, 1865. Married, lives in Whiting. In employ of Company thirty years, present employment, Gas Engineer. Employees' Representative for Division 6. Member of Sub-Committee on Safety and Prevention of Accidents. Wears a twenty-year service button.

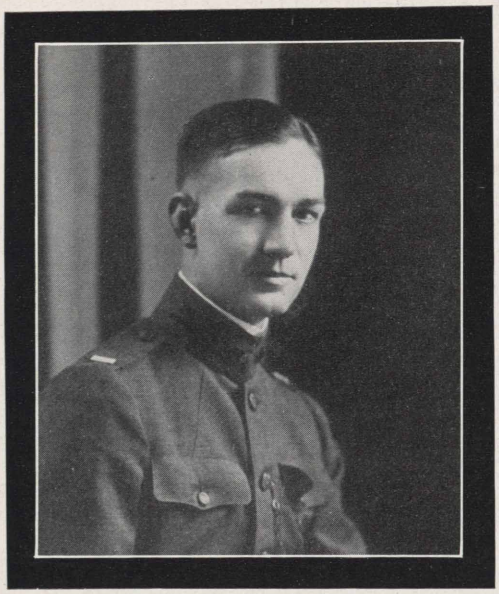
THOMAS F. HAYES

It is to be regretted that a picture of Mr. Thomas F. Hayes, Employees' Representative for Division 2, does not appear in this issue. Mr. Hayes has been ill for some time and it is hoped that his picture may appear in an early issue. Mr. Hayes was born in 1865, is married and lives in South Chicago. He has been in the employ of the Company for twelve years and at present works as a boiler maker. He is a member of the Sub-Committee on Safety and Prevention of Accidents.

CASPER

Word has been received that the election of Representatives at Casper has been held and organization of the committees effected. More next month.

IN MEMORIAM



1st Lieut. Elden S. Betts

WOOD RIVER

1st Lieut. Elden Sprague Betts, Alton, Illinois. 18th Infantry Machine Gun Company, 1st Division. Twenty-six years of age. Killed in action at Hill 240, Argonne Forest, France. Cited for bravery in action, and "for his courage, zeal, efficiency and loyalty, consistently setting the finest example to his subordinates and possessing at all times the complete confidence of his superiors." Recommended for Distinguished Service Medal.

* * *

Sergeant E. Moschenrose, 1st B Company, 130th Infantry. Twenty-five years of age. Killed in action at Dead Man's Hill, Argonne Forest, France.

* * *

Valdimir Martinek, U. S. Army. Twenty-two years of age. Died at Camp Custer, Mich.

WHITING

Joseph Heath, U. S. Army. Twenty-eight years of age. Killed in action in France.

* * *

Marcus E. Woodward, U. S. Army. Nineteen years of age. Killed in action in Argonne Forest.

James E. Dillon, U. S. Army. Twenty-five years of age. Died at Marine Hospital, Chicago, Illinois.

* * *

Frank Girard, Whiting, Indiana. U. S. Army. Twenty-five years of age. Died at Le Mans, France.

* * *

Nick Steppich, U. S. Army. Twenty-eight years of age. Died at Camp Taylor, Ky.

* * *

Ted Schaeffer, Whiting, Indiana. U. S. Navy. Twenty years of age. Died at Great Lakes Naval Training Station.

SUGAR CREEK

Sergeant Tirey Ford, Independence, Mo. Battery C, 129th Field Artillery. Twenty-one years of age. Killed in action in France.

* * *

N. A. Halleran, Independence, Mo. 1st Class Fireman, U. S. Navy. Twenty-four years of age. Died at Great Lakes Naval Training Station.

* * *

Garnett L. Pattillo, Sugar Creek, Mo. Company C, 50th Engineers. Twenty-eight years of age. Died at Nevers, France.

ERRORS

If this number of the Stanolind Record goes to press without an error it will be remarkable. Industry, science, education, governments and the Stanolind Record are looking for the man who can eliminate error, and when he is found there will be some tall bidding to secure his services.

So in reading the pages of this initial number it is to be hoped that everyone will take occasion to point out such errors as may creep in.

When you find a mistake it will be appreciated if you will write to the editor telling him what it is, or if your time will not permit this, notify the Assistant Director of Industrial Relations in your plant and ask him to forward the information. We want to make every statement accurate, and your help is needed to enable us to do it.

CALLED TO THE COLORS

During the four years just passed there has been engendered in the minds of the American people a realization of the very practical value of patriotism, National Conscience or whatever term may be used to express that love of the land which is inseparably associated with National Greatness.

The splendid patriotism of those wonderful boys, who, donning the uniform of the United States, stepped out from the ranks of industry into the ranks of war, willingly and with great enthusiasm, will ever be a matter of pride to every worthwhile man or woman who glories in the fact that he or she is an American citizen.

Returned Soldiers Marching, Whiting

These men, more than three million of them, left their homes and their families to undergo the months of strenuous training; the years, if need be, of hardship and discomfort, and, if the fortunes of war should so decree, to make the supreme sacrifice in order that their country, this United States of ours, should be free from the menace of a foreign invasion. They were animated by the highest ideals of service; they had no hope or desire of material gain; they went into that bloody war to protect the country they loved, and incidentally, perhaps, to "make the world safe for democracy."

What that army of rapidly trained American boys did, now fills a glorious page in the history of the world. The record made at Chateau Thierry, Belleau Woods, St. Mihiel and the terrible battle of the Argonne, places them on a pinnacle for valor, devotion and achievement unsurpassed by the heroes of the past. To these men is due all praise, all glory, and the world gives them their due without stint.

But while they were fighting at the front other millions were at home, laboring, striving, sacrificing, that the money and the materials necessary to win always might be at hand when the occasion required. These millions also were doing their part and undergoing such hardships as befell them, with the same cheerfulness, the same unselfish devotion and the same realization that they must do their part if the allies were to win, as was manifested by the men in uniform.

It was complete co-ordination, complete, conscious, co-operation of all classes; the complete organization of a nation of one hundred million people for a single great adventure, which won the war.

Every city, town, village and hamlet sent its quota of men overseas. Every business, every industry was deprived of men that the great army and navy might be kept full to overflowing. These men went away firm in the belief that when they returned the places they had filled would be ready for them, and in most cases they were.

The Standard Oil Company (Indiana) was among those hit hard by the demand for man power. Of the nearly 20,000 employees on the roll, more than 15% were called into service, some enlisted, others were taken in the draft, but all went willingly, gladly. When these men called upon their immediate superiors and said "I have been called," they were told to go, and when the big fight was over to come back, for their jobs always would be open, ready to receive them.

The complete records of all these men are not yet available, but of those who came back none has been told to look elsewhere for employment.

From the Whiting Works 463 men were called. Of these 411 went into the Army, 47 went into the Navy, 4 into the Marines and 1 enlisted with the Canadians. Reports received to date indicate that 2 were killed in action, 4 died of disease and 3 were wounded.

Many of these men still are in service, some in France, some in occupied Germany, some in Russia, but more are back

in the United States either discharged and back on the job, or waiting discharge. Of those who have been discharged 248 have reported for duty and have been given their old jobs again—but these jobs are better than the ones they left. The scale of pay is higher, the working conditions have improved, and they come back to find that they have a direct personal voice in the matter of their employment.

From Sugar Creek 130 men went into the country's service. Just how they were distributed among the various branches is not shown by the records. Of these 95 have been discharged and are back—Standard Oil men once more.

From among the workers at Wood River, 168 men answered the call to arms. Of these 118 went into the Army, 34 into the Navy, 8 into the Marines and 8 into Aviation. These men lived up to the standard of service set by their fellows from the other plants. Two, First Lieutenant Elden S. Betts and Private E. Mascherrose were killed in action; one, Private V. Martinek, died in hospital, while ten were wounded or gassed.

Of those who went away 154 have returned and have been given their old jobs in the plant, 8 are still in service, while only 2 looked elsewhere for employment.

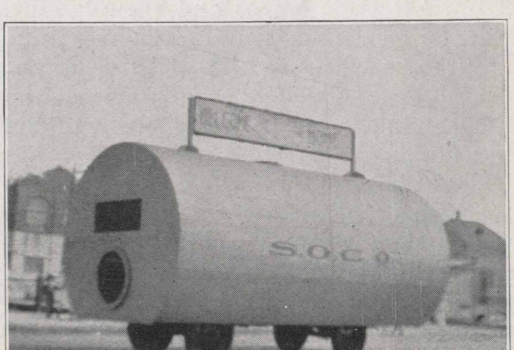
As the men came back and were welcomed to their places in the great Standard Oil family, the value of the training they had received, the resourcefulness they had developed and the understanding of discipline which was theirs quickly was made manifest. They were better men, healthier men, more valuable to themselves and to the Company than they were when they went away.

They had learned what co-operation—what co-ordination of effort meant, they had seen the immediate tangible results obtained by great masses of men organized, directed from a single head, and trained to act as a unit. They knew intimately the power and efficiency of intelligently directed team work when driven by confidence, enthusiasm and courage. All this knowledge they brought back and they quickly applied it to the work which was given them to perform.

The results were only what was to be expected. The attitude of the returned men toward the duties assigned them demonstrated to those responsible for the employment of new workers, that a man who had received the training, discipline and general education which came to the soldier, the sailor and the marine, as a mere incident of his service, was more valuable than was the man who had never known such advantages. This, plus the fact that the Standard Oil Company (Indiana) recognized it as a patriotic duty to offer employment to as many service men as was possible, has resulted in the placing of nearly 700 soldiers, sailors and marines in positions where they can earn their living and have at the same time an opportunity to grow into valued units in a great industry.

At the Whiting works alone, 284 men, who joined the colors when the call came, but who never had been on the Standard Oil Company (Indiana) roll before, have been given work. At Sugar Creek, 95 men discharged from service have been hired, while 310 others have found employment in the refinery at Wood River.

That these men, who have joined that loyal, devoted industrial army which make up the personnel of the Standard Oil Company (Indiana) will make good, goes without saying, and in the years to come some of these may find themselves high in the management of the business. Who knows?



S. O. Tank in Parade, Whiting

WE WANT PICTURES

Pictures which will illustrate the activities of the Standard Oil Company employees in the refinery, at home and at play. If you have a camera help us make the Record interesting by sending in prints from your negatives.

Then we'll all be happy.

The SOCs of Whiting

WHY WHITING RAVES

If the Whiting SOCs (short for Standard Oil Company) didn't run out of gas before this issue of The Record went to press, we'll gamble that by this time there are more loco fans out Whiting way than anywhere else this side of Cincinnati. And we'll tell the world that the last communique from Whiting boasted that the SOCs still had plenty of gas and were hitting the bumps of the Calumet Industrial league on high.

The rooters at the Whiting plant of the Standard Oil Company (Indiana) are therefore megaphoning to the universe through the columns of The Record that the plant's ball tossers are There with a capital T. And with twelve games won and only one lost this season the Whiting outfit may be pardoned its Hoosier exuberance.

The one defeat was a mistake, occasioned by the ignorance of the recently canned sporting editor of The Record, who persuaded the management that the team was so good looking it ought to have its picture taken. Anybody but a sporting editor would have known that to mug a ball team in the heat of a pennant battle is sure to bring out the jinx, but the management fell for the sport ed's chatter, let the boys face the camera—and lost a game to the GATs (short for Grand American Tanks).

The GATs shot a few holes, as it were, in the SOCs pennant aspirations, when they got away with the long end of that 6 to 5 score, but if you wish to die young just tell a Whiting bird that the SOCs won't be able to grease the skids for the pretentious GATs before the season ends. At the time of going to press the SOCs and GATs were tied for leadership in the ten-team Calumet Industrial league, each having won twelve and lost one for a percentage of .923. The other eight teams were hopelessly out of the race.

The team lineup follows: Kavanaugh and McClellan, catchers; Cole, Ziemkoski, Griesel and Faherty, pitchers; McJanet, ss; Pond, 1b; Ogren, 2b; Burgwald, 3b (captain); Regan, rf; Johnson, cf; Dietrick, lf; F. M. Long, manager; R. F. White, assistant manager.

The Red Crowns of Sugar Creek

HERE'S A SWEET TEAM

Just as The Record was about to award the world's industrial baseball championship to the Whiting plant team of the Standard Oil Company (Indiana), the Sugar Creek plant horned in with an announcement of a no-hit, no-run game; so the sporting ed, loving his life, isn't going to do any awarding business.

That's a sweet crowd down at Sugar Creek. Last May they got the baseball fever, and the Advertising Department, Chicago office, which never backs a losing venture, kicked in with ten ball suits all dolled up with Red Crowns. And right away Sugar Creek began to show Missouri.

As the Muny leagues—we don't know what a Muny league is, but that's what our Sugar Creek reporter calls 'em—play on Saturdays only, the Red Crowns were barred, so they started out to clean up teams that could be enticed into Sunday games. They hired themselves a coach, Mr. A. Sermon, athletic director at the Warrensburg State Normal college. Mr. Sermon preached baseball so well that the Red Crowns went out and copped their first battle, 9 to 3, the Merry Optical Company taking the grief end.

They breezed along until they finally met the Penn Valley Athletic club team of Kansas City, which had just won ten straight, including a victory over the Kansas City Stockyards team, champions of the Kansas City Major Muny league. The Red Crowns hopped on the Penn hurler for eleven runs while the Penns were collecting no hits and no runs. Which is some baseball, even in Missouri.

The Red Crowns are handicapped by the fact that three of their strongest players are shift workers and can not participate in all games. The Sugar Creek boys are therefore not always able to present their strongest lineup, which accounts for the four defeats suffered this season. They've had nine wins to offset the four lost, however, which is going some for a team in its first year.

The lineup of the Red Crowns follows: Joe Bostian, 3b; "Jiggs" Claypool, 1b; Oscar Besmer, 2b; A. E. Gaines, p; Harry Adams, c; "Cotton" Daniel, rf; Gail Knight, lf; "Lefty" Stafford, ss; Emmett Welsh, cf.

Indiana State Library

The Handsome Polarines of Wood River

POLARINES CLAW 'EM UP

"Baseball is the only form of athletics at the Wood River refinery this season" is the very modest announcement which comes from the Wood River plant of the Standard Oil Company (Indiana). But after taking a slant at the Alton Industrial league percentage column we're inclined to think this modesty is assumed.

They've got a team down there called the Polarines and they're regular Polar bears or bear cats, or something wild and dangerous anyhow. They've clawed up the other five teams in the league to the tune of twelve won and two lost with the result that they now appear to have the championship on ice. The Western Cartridge Company, which is holding down second place, has won eleven and lost four. The other teams—aw, why rub it in!

Like the other teams in the Alton league the Polarines are supported by subscriptions from the company and from employees. This season all games have been played at Sportsman's park, on the Laclede Steel Company's diamond or at School District 99, but next year the Polarines will be prancing about on their own diamond.

Plans for the new ball park are practically completed. The park is to be laid out on the company's property, south of the main office and opposite the refinery. Ground will be broken and the diamond prepared this fall so that it will be in first-class condition when the season opens next spring. The site is an excellent one and the Polarines expect to boast the best diamond in the vicinity of Alton.

Meanwhile the Wood River fellows, not content with supremacy in baseball, are planning to break into other forms of athletics besides baseball; so The Record is getting some big type ready to announce some startling football and basketball news from Wood River. If those birds play football and basketball as they do baseball, the scorekeepers will have to ask the sales department to send down a few adding machines.

BRIEF REVIEW OF THE GROWTH OF WOOD RIVER REFINERY

In the early fall of 1906 came three strangers to the peaceful Mississippi bottom lands below Alton. Little did the farmers of the district dream that in the hands of these three men, Dr. Wm. M. Burton, Mr. James E. Evans, and the late W. P. Cowan lay the power of choosing the site for an industrial plant where millions of dollars would be spent.

However, they were not kept in the dark very long, for the ground was immediately purchased and the spring of 1907 saw the construction work started under the supervision of Mr. J. E. Evans. The Refinery took its name from Wood River, which flows into the Mississippi nearby.

The plant, as originally outlined, consisted of eighteen crude stills, four steam stills, a boiler house, three refinery agitators, and an acid works together with the necessary pump houses, mechanical shops and tanks. Construction work soon gained headway and in January, 1908, the plant was put into operation, under the management of Mr. E. M. Clark who had been sent out from Whiting. The total working force at that time was about four hundred men.

Hardly was the original construction completed, before new work and additions were planned. The paraffine department and additional crude stills followed in rapid succession, and in 1913 the first battery of shell type pressure stills was started.

In the fall of 1914, after a carefully conducted series of experiments, it was decided to build the first battery of tube pressure stills. Work was pushed rapidly so that by August, 1915, about the time of Wood River's only serious flood, the first battery of tube pressure stills in the United States was put into operation.

With the rapid growth of the refinery, a new boiler house became a necessity. Plans were prepared and it was not long ere the two big stacks were towering above the surrounding country, a land mark to be seen for miles. This boiler house has a rated capacity of 6,000 horse power.

In the past four years two more batteries of twenty tube stills each, and a battery of crude stills, together with needed additions to the paraffine department have been built.

In the fall of 1918 we bade farewell to Mr. Clark and started a new regime under the managership of Mr. C. B. Manbeck.

Due to the closing of the great war the year 1919 saw an extensive construction program outlined. Work was immediately started on two new steam stills, an addition of two hundred tons of refrigerating machinery, together with a building to house it, new pump houses, a sweating oven and wash tank. Two more boilers are being built in the boiler house, together with much incidental work.

Whereas in the early days our crude supply came from the Illinois field, now the Illinois Pipe Line Co. has a pumping station on the grounds and daily delivers from 10,000 to 12,000 barrels of mid-continent crude. The Union Tank Line also has a fully equipped repair shop nearby.

The plant has an area of 630 acres, fully 300 of which are actually occupied. Four trunk railroads and an electric line pass the plant. These, together with barge facilities on the Mississippi River and the main State Highway, from Chicago to St. Louis, which brushes the plant on the west, afford ample transportation facilities for the marketing of the refined products.

Two vital questions for every refinery, namely, fuel and water, are very easily solved at Wood River Refinery. Coal can be obtained close at hand from the Illinois fields, and also from the new mines which the Standard Oil Company of Indiana is developing at Carlinville, Illinois. Our water supply is obtained from a system of fourteen deep well pumps, which deliver a clear 56° F. water the year round.

The present plant equipment consists of 207 stills, divided as follows: 120 pressure stills, 74 crude stills, 8 steam stills, and 5 asphalt stills. The refinery department also has six agitators, together with the necessary pump houses and tanks. In the paraffine department there are 600 tons of refrigerating machinery, 25 presses, two 25,000 gallon sweating ovens, four agitators, six wash tanks, three acid houses with a fully equipped acid separating

plant, together with the necessary quota of pump houses and tanks. In the mechanical department we have a 6,000 horse power boiler house, a power house with two 750 K. W. high pressure turbo-generators and fully equipped mechanical shops and brass foundry. With this plant equipment Wood River Refinery has a daily charging capacity of about 14,000 barrels on the crude stills and 16,500 barrels on the pressure stills.

SAFETY WORK AT WHITING

By C. W. SMITH, *Safety Director*
WHITING, INDIANA

An organized effort to promote safety work was inaugurated at the Whiting plant a little more than a year ago. The management felt that by instructing the employees as to the best methods of preventing accidents; by installing necessary safeguards, and by securing the co-operation of every man in the plant, many of the accidents which occurred from time to time could be avoided.

A Safety Director was employed to devote all of his time to the work. He began by organizing Workmen's Safety Committees in each department and sub-department, and instructing the members as to their duties, which were to a great extent the duties of a Safety Inspector.

To supplement the efforts of these committees, Bulletin Boards have been put up in the various departments, and on these are posted pictures and placards portraying the experience of men and women who neglected to obey the safety rules.

The effectiveness of this campaign already has been proven, as the records show that lost time accidents have been decreased by at least one third.

Ways and means have been devised for teaching the workmen about the plant the value of carefulness, and making them understand the serious results which are the all but inevitable result of carelessness. That the men have been made to see the effectiveness of this work is shown by the keen, intelligent interest they take in all safety suggestions and the marked decrease in the number of preventable accidents occurring in the plant.

But it is in the work of the Workmen's Safety Committees that the Safety Director has the greatest pride. These Committeemen have made something over one thousand safety suggestions which have been found useful and have been acted upon by the management. They have become missionaries of safety, making suggestions, cautioning their fellow workers who have grown careless, and teaching the new men the safe way to do their appointed tasks. To-day these Committeemen are working harder than ever, for they have come to recognize every accident, however trivial, as a notice that something is wrong which, if left uncorrected, may result in loss of time to the workmen and to the industry and that its results may be far more serious. They know that efficient operation of the plant can not be maintained so long as preventable accidents occur.

The prevention of accidents, when possible, is the personal duty of every man. He owes it not only to himself and his family, but also to his fellow workmen and their families, to his employer and to the country which he calls his own. Industrial efficiency necessitates industrial safety. When the goal of safety is reached, then and not until then, the pinnacle of industrial production may be attained.

Working as individuals we can accomplish but little, but working collectively under a well thought out plan, we can accomplish much, and in the end perhaps eliminate accidents completely. Teamwork is essential in the accomplishment of big things. It is just as necessary for men to co-operate in their daily work as it is for machinery to move piece by piece in harmony and union.

The man who is not wiser to-day than he was yesterday is entitled to but little consideration. To be safe is to be happy; to take a chance is to court disaster. Safety is dependent upon vigilance. To attain safety we must always be matching our watchfulness, thoughtfulness and determination against our own and other men's carelessness.

To help the "other fellow" is the spirit of Safety First and in the end it pays tremendous returns. It brings out the best

there is in a man and shows itself in his more efficient work.

Each day new conditions surround us and we are challenged to increased effort. Be careful of yourself and of the man who works with you; be thoughtful and considerate of others and insist that, in return, they be careful, thoughtful and considerate toward you, and the work of the Department of Safety will be done thoroughly and well.

THE PRIMARIES AND THE ELECTIONS

(Continued from page 8)

while at Sugar Creek there were eight divisions and twelve representatives elected.

The whole-hearted interest taken by the employees in the inauguration of the Industrial Relations Plan is clearly shown by the returns of the primaries and of the general election. In the three refineries there were nearly 6100 men eligible to vote and of these 97.4% cast their ballots. The percentage varied somewhat at the several plants: at Sugar Creek it was 96.5%; at Whiting 96.9% and at Wood River 98.9%.

The work of the several candidates between the date of the primaries and election day resulted in bringing out practically every voter. The final returns of the general election show that 99.1% of those eligible voted at Sugar Creek, while at Whiting 97.9% and at Wood River 99.8% cast their ballot. On the three plants the vote cast was 98.6% of those eligible at that time.

NOTES

If a three-cornered match between the baseball teams from Whiting, Sugar Creek and Wood River could be staged at some neutral port, the Standard Oil Company would have to suspend business for a week.

* * *

Frank Long, Manager of the Whiting SOCs and Frank Chance, once peerless leader of the Chicago Cubs, have at least one thing in common: They both believe that Mr. Eastman's kodak is "pizen" to a winning team.

* * *

Now comes Basket Ball, Foot Ball and Fanning Bees.

A RECIPE FOR HAPPINESS

Somebody has said that only he who is busy can enjoy the full measure of happiness. If this is true those serving on the Joint General Committees must be the happiest men in the world, for they are working hard and intelligently, and the results they already have accomplished have more than justified their existence. Take the work at Whiting for instance. Up to August 11th the Joint General Committee had held six meetings at which sixty-eight matters, involving many important questions and entailing much investigation on the part of sub-committees, had been taken up for consideration. Of these forty-four have been passed upon, while twenty-four others are still being considered. Of the forty-four petitions which have been acted upon by the Joint General Committee, thirty-two had been accepted by the management, while twelve were yet to be accepted or rejected.

At Wood River the Committee has had fifty-four matters come before it at its meetings. It has acted on thirty-four and has twenty before it for consideration. Of the thirty-four acted upon by the Committee, the management has approved twenty-eight and still has six under consideration.

The Sugar Creek Committee has met five times and had twenty-one matters come before it. It has taken action on ten and still has eleven under consideration. Of the ten acted upon, the management has approved nine and has one under consideration.

These Committees are new. The whole machinery of operation had to be organized on a workable basis from the ground up. All of this has taken time and patience. The manner in which it has been handled is a matter for self-congratulation on the part of all concerned. If in the short time they have been in existence they can show such a record, what may we expect of them in the future?

REMEMBER

This is your magazine. Every Standard Oil man is expected to help make it interesting. Send stories and pictures.

Polarine

THE PERFECT MOTOR OIL

Regardless of the price per gallon there is no better motor oil made than **Polarine.**

None is refined with more care.

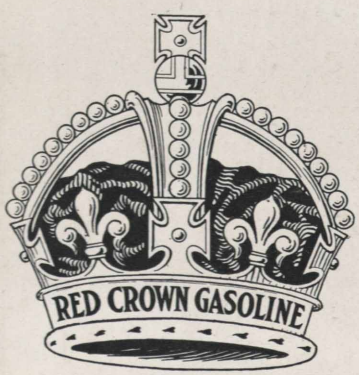
None shows so little change in body at extremes of motor temperatures.

Summer and Winter **Polarine** will lubricate 312 different makes and types of motors at any engine speed or temperature.

RED CROWN GASOLINE

IF there were no other argument than the fact that **six hundred million gallons of RED CROWN gasoline were sold last year** that of itself should be sufficient to convince anyone that RED CROWN must have superior qualities.

Those who make it and those who use it both know that with RED CROWN in the tank the motor will start easily and accelerate smoothly, and that it will deliver to the motorist an abundance of power when he needs it.

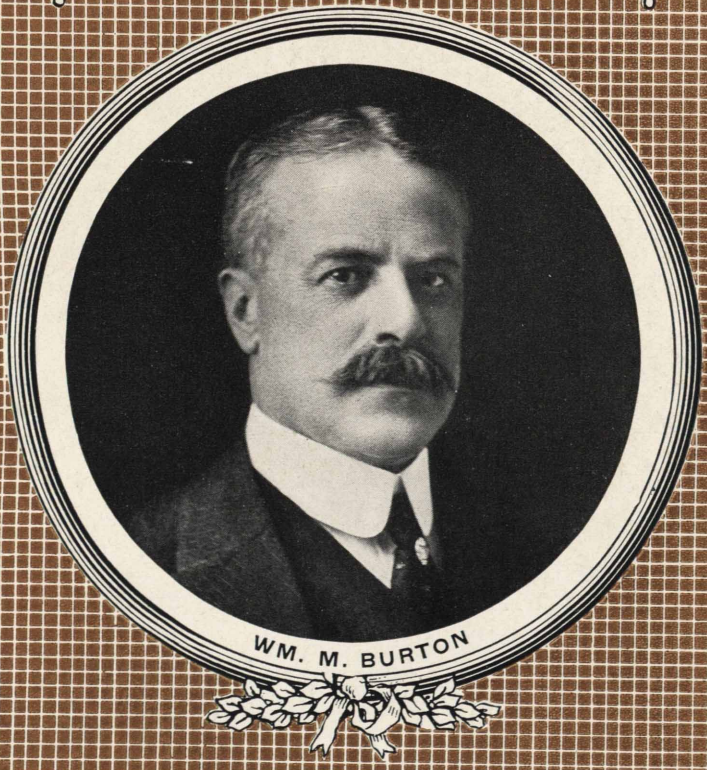


DRIVE IN WHEREVER YOU SEE THE RED CROWN SIGN

NEWMAN-MONROE CO., CHICAGO

STANOLIND RECORD

Vol. 1 NOVEMBER 1919 No. 2



WM. M. BURTON

PUBLISHED FOR THE EMPLOYEES
by the
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(INDIANA)

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THE WHY OF H. C. of L.

By W. M. BURTON, *President*
STANDARD OIL COMPANY
(Indiana)

What are the causes of the present high cost of living and the industrial unrest which is manifesting itself everywhere? If we attempt to analyze the situation sooner or later we come to the conclusion that the one great basic cause of trouble is underproduction.

There are hundreds of millions of people in this world and each of these requires a certain amount of food, clothing, fuel, housing, means of transportation, etc., to insure their health, comfort and wellbeing. The food must come from the soil. If production falters, even slightly, the comfort of all the people is disturbed. If production staggers their health suffers, and if production fails they die.

It is said that Europe this winter will suffer from famine and that death will reap a mighty harvest. The cause of this is underproduction. While the war lasted men were taken from the fields and became consumers, and underproduction resulted. Since the war has stopped, internal disturbances have again reduced production, with the result that there is not enough food to go around.

Fortunately, we in the United States need have no fear of famine this winter, but if production is not brought back to a normal basis and maintained at a high standard, the time may soon come when famine will be rampant even in this land of plenty. Production must be maintained in industry as well as in agriculture if we are to continue to lead our normal lives.

Already we read that the farmer is complaining of the topheavy prices he is called upon to pay for clothing, fuel and machinery. These high prices are the direct result of underproduction in industry and mining. The farmer argues that he can not afford to continue to produce food at present prices for radicals who are always demanding shorter and shorter hours, because these shorter hours are resulting in tremendous underproduction in the lines in which these men are employed. This underproduction causes a shortage which makes it necessary for the farmer to pay an excessive price for the manufactured goods he uses.

In the daily press we read that this fall the farmer has planted a smaller acreage to wheat than has been the case for the past several years. He says, "Why should I bend every energy towards increasing my yield of foodstuff when the men in industry are curtailing their output? They work shorter hours and produce so little that I have to pay ruinous prices for what I require. Why, therefore, should I work long hours, produce heavy crops and sell them at a comparatively low price?"

If these reports are true it is something which all of us should ponder carefully. It is of little concern to us just now whether the farmer is right or whether he is wrong. What concerns us is that he *feels* he is right in reducing his acreage, and that the inevitable result will be a shortage of foodstuffs in the United States.

In effect, the farmer is issuing an ultimatum to city dwellers, whether they be capitalists or laboring men, that unless they are willing to do their part in bringing about a just and equitable solution of our present reconstruction problems they are going to be without the food which they require. If the farmer carries out this implied threat and actually begins to do to industry what he believes industry is trying to do to him, the people of America

eventually will feel the pangs of famine. It makes no material difference how high wages may become if the men who earn these high wages can not buy food because there is no food. If the supply of bread, milk or meat is curtailed by the farmer refusing to work more than six, seven or eight hours a day, America, with all its wonderful resources and opportunity will get a set-back from which it will take a long time to recover.

Mr. Farmer today is saying to the miners and the men employed in industry: "You want me to produce more so that you may buy food at a low price; but while you are asking this, by your strikes and demands for shorter hours, you are producing less and less of the things I have to buy. I am getting tired of this. Why should I carry the burden of reconstruction while you compel me to pay ruinous prices for the goods you produce? If you will produce all you can I will produce all I can, and we both will be gainers, but if you produce as little as you can then I will do the same and I will suffer less than you. Two can play at this game of underproduction, and, while I do not care to do so, if necessary I will give you a dose of your own medicine." The farmer is justified in taking this position.

We cannot get away from this conclusion: Whether we are engaged in industry, in mining or in agriculture we all must produce as much as we can, for we are all interdependent. A man in industry is dependent on the man who tills the soil for food, while the farmer is dependent upon industry for his clothing, housing, transportation and for the machinery he uses in planting, cultivating and harvesting his crops. Everybody is dependent upon every one else. The man who works with his hands is dependent on the man who works with his brain or his money. The man who works with his brain or his money is dependent on the man who works with his hands. The world is one vast machine and every man in it must carry his full load of responsibility if the machine is to work without friction. Therefore we all must cooperate to increase production in every line, because such action will be mutually beneficial.

As production increases, the standard of living rises and as production decreases the standard of living is lowered. The value of money is determined by what we can do with it and by that alone. A worker's real wage is the goods he can buy with his labor. The fact that he makes this exchange through a money medium does not alter the case, and the number of dollars he receives for a unit of labor is not the true measure of his income. What good would a billion dollars do a man who was alone on a desert island?

Production alone can control prices and the cost of production depends almost entirely upon the efficiency of labor and the cost of raw materials. Today we hear men say: "We are no better off now than we were before the war in spite of the high wage we are earning." Of course they are not. An increase in income is no gain unless this increase carries with it greater production, for with the upward trend of production the trend of prices is down. Then and only then is the increased wage truly valuable. Increasing the per capita production of useful articles is the only means by which the cost of living can be forced down and the standard of living raised. That means that every one of us, whether he works with his brain or his hands, whether he is engaged in manufacturing, in mining or in agriculture, must do his utmost if the general prosperity of all the people is to be advanced.

This does not mean that we necessarily must work longer hours, but it does mean that in the hours we do work we must, by concentration of effort and greater efficiency, produce as much or more of the finished product than we formerly did working longer hours. Then we, who are engaged in industry, can say to the farmer: "See, we are maintaining a high production in spite of our short hours. We have done this by working harder when we do work and by devising more efficient methods. The price of our product is low and we hope to maintain it at a low point in order that you may exchange the result of your labor for the result of ours on a basis which will be satisfactory to both of us."

It is true that production in industry can be maintained at a high standard only

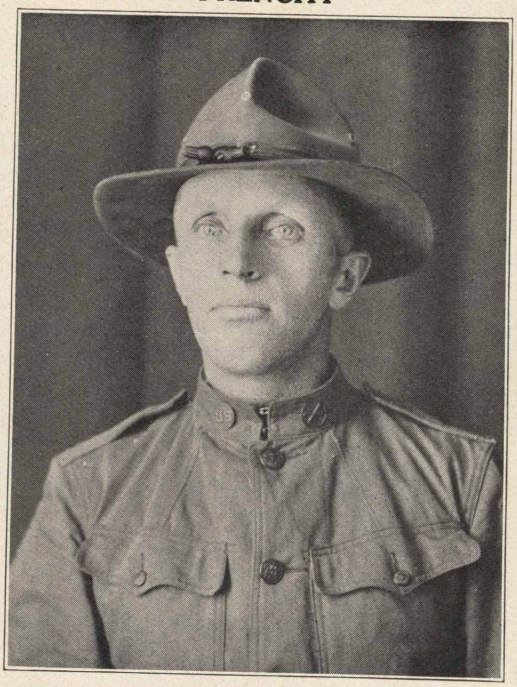
where the employee and employer are working to a common end. They must cooperate if they are to succeed. In the Standard Oil Company, of Indiana, we always have had this spirit of cooperation, but until recently it had not been organized. With the inauguration of the new Industrial Relations Plan, machinery has been set up which will bring the old cooperation into an orderly, workable organization which should, and I believe will, make the solution of such problems as may come before the Joint General Committee relatively easy.

The theory on which this Plan is built is not new with the Standard Oil Company for it is simply the application of sincerity, honesty, square dealing and cooperation between the management and the great body of employees, which has been the central pivot of the Company's policy for many years. It is the application of the Golden Rule to a very prosaic business. Knowing, as I do, that the men engaged in the detail work of production and the men engaged in the work of management all are earnestly striving to carry out the Plan for the good of all, I am convinced that the success of the undertaking is certain.

AN ABJECT APOLOGY

When the publisher of The Record placed the caption "The Handsome Polarines of Wood River" under the picture of that baseball team which appeared in the October issue and failed to say anything about beauty in the captions which accompanied the pictures of the Red Crowns of Sugar Creek and the SOCs of Whiting, he had no intention of starting a beauty contest. The receipt of certain acrid comments from fair damsels down Sugar Creek and Whiting way, however, impel the sports editor to hasten to announce that it was the publisher and not the sports editor who wrote the "handsome" caption. So far as the sports editor is concerned, girls, he thinks all three teams are equally handsome, with the exception of Ralph White.

"FRENCHY"



Nick DeVas, known as "Frenchy" to his fellow employees at the Standard Oil Company plant at Casper, Wyo., is back on his old job after helping drive the Germans through the Argonne forest to their side of the Rhine. Near Metz he got a shell wound in the head and was gassed.

"Frenchy" was born in France forty-six years ago, but having but a vague memory of that event he got tangled up when he enlisted and told the recruiting officer that he was 36. Learning that he could speak five languages the army officials wished to make him an interpreter, but he insisted that he had enlisted to fight, not talk, so they let him fight with the Seventeenth Field Artillery. Through Lafe Moore, foreman of the coke and still cleaners, the employees at Casper wish to tell "Frenchy" how glad they are to have him back at his old job.

* * *

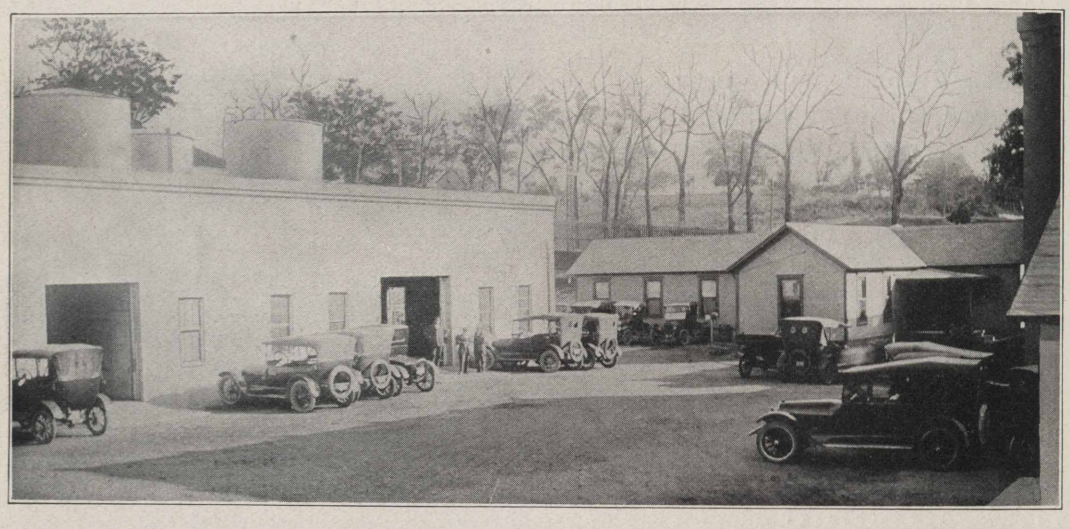
"What are these 'oil gushers' we read so much about in the newspapers these days?"

"Didn't you ever see one?"

"Why no. Did you?"

"Sure! If you had been here ten minutes ago you would have seen one too. He just dropped in to try and sell me some oil stock."—*Yonkers Statesman.*

AUTOMOBILE ROW AT SUGAR CREEK



Here is visible proof of the prosperity of the workers in the Standard Oil Company plant at Sugar Creek, Mo. Investigation discloses that ten per cent of the Company's employees own cars, ranging all the way from a one-seated stripped Ford to Maxwells.

The Fords have it, however, by about sixty-five per cent majority.

The picture above shows the garage, lunch cottage, part of automobile row and the park in the distance.

The picture below shows that portion of automobile row facing north and west from the main office. Included also are the clock house, main entrance and park.

FAITHFUL EMPLOYEES GET HUGE SUM

Ninety-one Thousand Dollars Disbursed in First Fifteen Months Under New Annuity Plan

Ninety thousand, nine hundred and fifty-six dollars and ninety-four cents has been distributed by the Standard Oil Company of Indiana among its retired employees under the annuity system which went into effect on July 1, 1918.

This and other information obtained from the auditing department enables The Record to demonstrate how utterly foolish is the idea that all corporations seek only to "get all they can out of a man."

The distribution of approximately $91,000 in fifteen months demonstrates that the Standard Oil Company, at least, entertains a very wholesome wish to see its loyal employees live in comfort after years of service. Through this distribution the Standard Oil Company shows recognition of the right of every man to protection against want in his declining years.

NOW NINETY-EIGHT ANNUITANTS

Ninety-eight former employees benefited by the distribution of this enormous sum. The average amount received monthly by these beneficiaries of the Company's policy towards its faithful workers was, during the last quarter, $76.36. The average length of service of these men with the Standard Oil Company was twenty-seven years and six months.

Of the grand total of $90,956.94 paid out during the first fifteen months which followed the inauguration of the present system, $68,504.31 was distributed during the first year, or the period from July 1, 1918, to July 1, 1919. The total for the quarter ending September 30, last, was $22,452.63.

The total of $22,452.63 for that quarter indicates that the total expenditure of money will continue to grow year after year. Should each of the next three quarters call for the distribution of a like sum the total for the current year will be approximately $90,000 as against $68,504.31 for last year.

That there will be a steady increase in the number of beneficiaries and a consequent increase in the annual total of money distributed is again indicated by the fact that on July 1, 1919, the number of beneficiaries was ninety, but during the weeks which elapsed between that date and October 7, when this was written, eight more were added to the annuity payroll.

ALL EMPLOYEES ELIGIBLE

Every employee of the Company is eligible for retirement on annuity on that basis announced by the Company on July 1, 1918. When one considers what that basis is, the transcendent importance of the annuity plan to the employees at once becomes evident. Details of the plan have been printed in a folder issued by the Company but the plan is so vital a factor in the lives of the employees that The Record believes many of the items are worth reprinting and enlarging upon.

Employees who may retire on annuities are divided into two classes, A and B.

In Class A are included all men who have reached the age of 65 years and who have given to the Company twenty years of continuous service. The annuity eligibility age for women is lower, being set at 55. Thus any woman who has attained the age of 55, or any man who has reached the age of 65, may, if twenty years in service, retire and be assured that every three months he or she will receive a check from the Company which will go far towards keeping the wolf from the door.

If, however, the employee feels that he is still so strong and active that he is not ready to stop working, some later date for retirement may be fixed with the approval of the Board of Directors.

MAY HAVE YEARS OF LEISURE

In Class B are included all men who have reached the age of 55 and all women who have reached the age of 50, and who have been thirty years or more in continuous service. Thus a man may enter the service of the Company at the age of 25, and at 55 retire with the assurance that he will

receive regular payments from the Company which will insure him a comfortable existence for the remainder of his life. And at 55 a man may have many years to live.

In Class B also are included men of the age of 60 who have been twenty years or longer in the service. These men may retire on the regular annuity should they request it and should their request be approved by the Board of Directors. On the other hand they may be retired at the discretion of the Board of Directors.

A special clause provides that any employee who has been ten years in continuous service and who by physical examination is shown to be permanently incapacitated, or whose retirement on account of advancing years is, in the judgment of the Directors, advisable, may, at the discretion of the Directors, be retired on the regular or a special allowance.

WHEREIN EVERYBODY PROFITS

The entire plan is vital to the welfare of the employees, and it is also of benefit to the Company. Throughout, the employee, regardless of his age, is protected against having to work when advancing years or illness have made work physically painful. His fellow workers are protected from being injured in accidents which might be caused by the physical or mental inadequacy of a man too old or too ill to work. The Company is protected against loss from such accidents. Here, as in the Industrial Relations Plan, is found again the fundamental idea of co-operation, of the thought that "what is for the good of the employee is for the good of the Company, and what is for the good of the Company is for the good of the employee."

Everybody profits. The Company gets a more efficient employee, for a workman who knows that he is to be protected against want in his declining years is a much more efficient worker than he who sees there is nothing ahead of him but hard work and poverty when he is too old or ill to work. The employee profits not only through the payment of the annuity but by his own efficiency which the knowledge of protection inspires. By his own efficiency he produces more, the Company thereby profits more and is thus enabled to pay better wages and to provide better working conditions.

FIGURE YOUR OWN ANNUITY

The protection against want in declining years is substantial. The plan provides that for each year in the service, two per cent of the average annual remuneration for the ten years immediately preceding retirement shall be paid. For example: A man who has been thirty years in the service may, during the last ten years of service, have earned an average of $5 a day for six days a week. This would give him an average annual earning for the ten years of $1,560. Two per cent of this is $31.20. Multiply this by thirty, the number of his years in service and you have $936, the amount of his annuity.

Every three months this man will receive $234 from the Company. If there is a better form of insurance against want in old age than this, it is yet to be demonstrated.

Many men, however, are not content to be idle when they become eligible for annuities. This is shown by the present list of annuitants. There are seven among the ninety-eight now retired who were thirty-nine years or longer in the service of the Company. The names of these seven, their present addresses, the nature of their employment at the time of retirement and the exact length of their service, follow:

THESE EARNED LEISURE

Bruce Exton, Long Beach, Cal., night superintendent at Sugar Creek, forty-six years.

W. H. Leonard, Chicago, manager fuel oil department, forty-two years and eight months.

John Ward, Whiting, fireman, forty-two years.

Timothy Cuddy, Whiting, fireman, forty-one years and nine months.

A. S. Kaufman, Flint, Mich., sales department agent, forty-one years and four months.

John Wylie, Whiting, foreman, forty years.

William Curtis, Whiting, master mechanic, thirty-nine years.

Some of the older employees may recall that several of these men worked up from the bottom to the responsible positions which they held at the time of retirement. The better paying positions they worked up to, the larger the annuities they receive. Thus their hard work and ability receive recognition as well as their faithfulness as judged by years of service.

COMPANY PAYS DEATH BENEFITS

The Standard Oil Company plan, however, goes farther than to merely provide protection against want in old age. It further provides that should an employee who has worked for the Company for five years or more die while in the service, the Directors may at their discretion grant a death benefit to that employee's heirs or dependents. This benefit can not be less than $500 and may be as much as $2,000. In this case, of course, death must be due to disease or to an accident when the employee is not on duty. When his death is due to an accident suffered while on duty, the compensation must be in accord with the provisions of the state workman's compensation law.

In a final demonstration of liberality, the plan provides that even after retiring on an annuity the annuitant may engage in some other business without having his quarterly payments stopped or diminished in amount. The only qualifications are that he may not re-enter the Company's service and that the business in which he engages must not be prejudicial to the interests of the Company.

NO WAGES WITHHELD

The annuity system is not a part of the Industrial Relations Plan but the two go hand in hand. One means industrial democracy. The other means industrial insurance, wherein all premiums are paid by the Company, for the Standard Oil Company of Indiana does not withhold any part of the employee's wages to maintain the annuity fund. Both are founded on co-operation, wherein the Company and the employee each recognize that what is to the best interests of the one is to the best interests of the other.

THREE REPRESENTATIVES OUT

Permanent Plan for Filling All Vacancies is Adopted at Wood River

Both Sugar Creek and Wood River have had to fill vacancies on the Joint General Committees of those plants caused by employees' representatives leaving the service of the Company.

At Wood River the vacancy caused by the resignation of Employees' Representative Gross was filled by the appointment of Charles Cason. In the elections Mr. Cason had received the next largest number of votes to those polled by Mr. Gross, so the employees' representatives on the Joint General Committee decided that in the absence of any set rule for filling vacancies, the fairest thing to do would be to elevate Mr. Cason to the position.

Since then, The Record understands, Employees' Representative F. F. Adlesich of Wood River has also left the service of the Company, but at the time of going to press no information had been received as to the identity of his successor.

At Sugar Creek, Stanley Tompack was named to fill the vacancy caused by the resignation of Employees' Representative Edward Seevers. The method adopted by the committee in choosing Mr. Tompack has not yet been learned by The Record.

The necessity of filling vacancies at Wood River resulted in the adoption of a permanent rule at that plant for filling vacancies in the future. The Joint General Committee decided that hereafter, should a vacancy occur during the first six months of the representative's term of office, a special election will be held. Should the vacancy occur during the second six months, the other employee's representative will name a man to serve out the unexpired term.

CHEER UP!

Today is the tomorrow you worried about yesterday.

And nothing has happened.

* * *

"Some families," said Uncle Eben, "would be a whole lot happier if they didn't keep trying to put too much jazz in 'Home Sweet Home.' "—*Washington Star.*

SEE THE WHEELS GO AROUND

Amount of Business Transacted by Joint General Committees on Behalf of Employees Is Enormous

When the Industrial Relations Plan, with its Joint General Committees, was first introduced, there were many who couldn't see just what it was going to accomplish. Now, after some weeks of operation, we are able to see the wheels go around and it immediately becomes evident that what the Joint General Committees have already accomplished on behalf of the Standard Oil family is little short of amazing. Their work has been of enormous benefit to the employees and of surprising aid to the management in solving vexing problems.

Two hundred and thirty-six matters considered, with 153 disposed of, up to and including October 13, is the remarkable record of the Joint General Committees of Whiting, Sugar Creek, Wood River and Casper, and at Casper the committee has hardly begun to function. Eighty-three matters of varying importance are now under consideration by the Joint General Committees or their sub-committees in the four plants.

Questions which have come before the committees for consideration have ranged all the way from increases in wages and the erection of new buildings to the removal of offending exhaust pipes. Little things which have annoyed men for years, and which probably would have gone on annoying them forever had it not been for the new Industrial Relations Plan, have been remedied so they will annoy no more. It has not been small annoyances only which have been removed, however, but big ones as well.

Of all the matters considered it was natural that at this time the great majority of them should relate to wages and hours. Practically all of these questions have now been dealt with to the satisfaction of all concerned or are on their way to an amicable settlement.

That everyone may obtain a comprehensive understanding of the enormous amount of work accomplished by the Joint General Committees, The Record prints herewith a summary of the work of the committees in the various plants, up to and including October 13:

WHITING

Nature	*Considered*	*Pending*	*Disposed of*
Miscellaneous	5	2	3
Sanitation	4	3	1
Wages and Hours	61	6	55
Working Conditions	12	6	6
Safety	2	1	1
Total	84	18	66

SUGAR CREEK

Nature	*Considered*	*Pending*	*Disposed of*
Miscellaneous	18	9	9
Sanitation	1	1	0
Seniority	6	4	2
Wages and Hours	26	14	12
Working Conditions	10	8	2
Safety	1	1	0
Total	60	35	25

The illness of R. C. Wetmore, member of the sub-committee on wages and hours at Sugar Creek is partly responsible for the large number of matters pending before the Joint General Committee at that plant. Out of courtesy to him the sub-committee delayed action till he could attend meetings. He is now back on the job and prompt action on all matters is now assured.

WOOD RIVER

Nature	*Considered*	*Pending*	*Disposed of*
Miscellaneous	17	9	8
Sanitation	3	3	0
Seniority	9	2	7
Wages and Hours	45	6	39
Working Conditions	10	2	8
Total	84	22	62

CASPER

At Casper the Joint General Committee and its sub-committees have seven questions of wages and hours under consideration and one of a miscellaneous nature. The elections there were not held until September 22, which accounts for the small amount of business transacted by that committee to date.

Following is an epitome of the matters disposed of or under consideration by the Joint General Committees of the various plants. Matters relating to wages and hours are not included because they were so numerous that there was not space to print them, and the men affected are already familiar with the decisions reached. A few other matters of minor importance have also been omitted with a view to conserving space. This epitome should give a comprehensive idea of the fine results accomplished by the Joint General Committees working in co-operation with the management under the Industrial Relations Plan. To save space the abbreviation "J. G. C." is used hereafter to identify the Joint General Committee.

WHITING

Windows cut in north wall of blacksmith shop to give better ventilation after request is approved by J. G. C. and management. Ventilation now satisfactory.

Request for improvement in safety conditions by changing exhaust pipe at No. 4 boiler house approved by J. G. C. and management, and exhaust pipe taken care of.

Assertion by an employee that he was falsely accused of sleeping while on duty, for which alleged fault he was discharged, results in formation of a committee on conciliation to investigate this and similar cases.

J. G. C. approves report of its sub-committee recommending an up-to-date locker and washroom for employees in pitch plant and acid works. Management approves J. G. C. report and states it believes these washrooms should be a model for future construction of this type of building at the Whiting plant.

J. G. C. recommends dust and shaving collectors be installed in pattern shop. Management requests committee to investigate further and to prepare estimate of cost of installing these collectors. Sub-committee reports it is working on estimate.

J. G. C. approves report of its sub-committee that no sink with hot and cold water be installed at pump house or dock because there is no sewer system there. Also recommends there be no change in fire drills, as suggested, and that no lights be installed on dock. Reports favorably on use of steam hose for cleaning purpose to eliminate use of hydrant for pail service, and asks that location of toilet be changed and lock furnished for the same. Management approves all recommendations of committee.

J. G. C. recommends a better location be selected for laying-out department. Management asks further investigation with view to heating entire boiler shop and sub-committee undertakes investigation, including preparation of plans and estimates of cost.

Management approves recommendation of J. G. C. that additional lockers be installed for switchmen and that they be provided rain coats and boots subject to the regulations of the company. Rubber boots for car inspectors placed in hands of department manager for emergency use only.

J. G. C. recommends smoke excluding goggle for electric welders as long as number of glasses now used in a mask remains the same. Also recommends rules in regard to equipment be posted in conspicuous place in the shop in order to avoid any misunderstanding on part of employees. Management approves both reports.

Sub-committee on recreation, athletics and entertainment reports it has undertaken organization of a band and orchestra. Is investigating aims and purposes of the American Industrial League to promote athletics.

Sub-committee on safety and prevention of accidents recommends that ladder stations be established where ladders made according to safety specifications will be kept under lock and key, and that no other ladders shall be used in the plant. Management approves.

J. G. C. accepts report of its sub-committee recommending management send engineers to gas engine compressor house to devise best way of effecting better ventilation.

Request in behalf of employees for organization of an Athletic Association referred to committee on recreation, athletics and entertainment for investigation.

SUGAR CREEK

Sub-committee and J. G. C. approve petition of main pump house pumpers and helpers for locker room, washroom, toilet and clean water. Approved by management.

J. G. C. and management approve petition for electric fan in office of tower still foreman.

Management announces two night watchmen will be on duty at main gate throughout the night so still cleaners will not be held up, pending return of night watchman from some other point on his beat.

Management notifies J. G. C., in answer to recommendation that seniority be observed in promotions, that men will be selected for promotion according to their length of service, on condition that they display the necessary efficiency and ability to hold down the job. J. G. C. now trying to devise some plan which will remove all possibility of friction in applying seniority rule.

J. G. C. approves report of its sub-committee favoring additional toilets for tin shop. Matter referred to management.

Sub-committee reports to J. G. C. on petition submitted by J. Thompson and A. Simpson, regarding positions of new oil furnaces and hammers to be placed in blacksmith shop, that Mr. Simpson and Mr. Thompson had been shown latest blueprints and had approved them. The committee also recommended installation of a raised slat ventilator of wood in roof of blacksmith shop, same to cost $112.16. Referred by J. G. C. to management with favorable recommendation.

Sub-committee recommends to J. G. C. that men in storehouse not be given annual vacation of two weeks with pay. Report accepted by J. G. C.

Petition of men of filling racks for shower bath referred by J. G. C. to sub-committee on working conditions for investigation.

Sub-committee on working conditions reports to J. G. C. that men in storehouse petitioning that seniority be observed in laying off men had no just cause for complaint, as they had requested the layoff.

Petition setting forth need of repairs to prevent leaks in roof of machine shop, more lockers and a lavatory referred to sub-committee on working conditions.

Petition telling of unsafe working conditions in refinery, specifying that floors of hot tar pumping station at Nos. 12 and 16 tower stills are covered with hot tar, that pumps are hot and air is very foul, referred to sub-committee for investigation.

A. E. Hicks presents petition asking that plan be devised to eliminate cockroaches from desks in main office. Referred to sub-committee.

Petition to investigate application of seniority rule in new boiler house referred to sub-committee for investigation.

WOOD RIVER

Request for better toilet facilities about boiler shop approved by J. G. C. and management. Material ordered and installation awaits receipt of material delayed in shipment.

One dollar books of tickets for interurban line placed on sale in employment office for convenience of men living in Alton, following recommendation made by J. G. C.

Sub-committee undertakes to find suitable location for toilet facilities at power station.

Sub-committee reports work has been started on new baseball diamond so it will be ready early next spring.

Petition for telephone booth in carpenter shop so men using it can hear in spite of noise of machinery, referred to management with favorable recommendation.

Special sub-committee, composed of Messrs. Beach, Kelly, Jolley and Thompson, appointed by J. G. C. to go into question of reclassification of departments forming divisions for basis of representation.

J. G. C. recommends to management that first aid station be kept open daily, including Sundays.

Request of bricklayers and helpers for lockers and washrooms referred to sub-committee.

Request for shelters on pressure stills as protection against bad weather referred to sub-committee.

Request from acid works, boiler house, power house and asphalt loading platform for separate representatives referred to special sub-committee working on reclassifications.

Ventilators installed in boiler shop after management approves favorable recommendation by J. G. C.

Downspout and gutters being installed as rapidly as possible on pressure stills to give better protection in rainy weather, following approval by management of recommendation by J. G. C.

Tube cleaners granted Sunday schedule for Saturdays following approval by management of recommendation by J. G. C.

Chutes installed at Nos. 9 and 11 pressure still batteries following approval by management of recommendation by J. G. C.

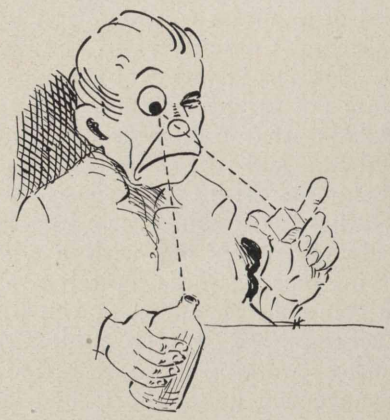
Management approves request for better truck service in handling material from pipe shop to gangs in yard. Service reported improved and now satisfactory to all concerned.

The half-day Saturday whistle will no longer be late in blowing following action by management on recommendation of J. G. C.

CASPER

Petition that men in refinery department who have been employed there a year or longer be granted annual vacations referred to sub-committee.

DOM TH' PROFITEERS!



When the cook at the camp boarding house at Whiting, unable to get granulated sugar, placed the lump variety on the menu, there was more brogue loosed thereabouts than on any other occasion save St. Patrick's day.

For be it understood that the boarders drink their coffee from small necked bottles of the size, shape and general appearance of those that were known as whisky bottles before July 1, last. And a lump of sugar isn't built to be inserted into the neck of a whisky bottle.

"An' will you luk at ut!" said Pat. "Th' bloody profiteers! Sure, an they ain't satisfied wit the starvin' of us. Now they've giv us sugar we can't be a'gettin' into our bottles. Will you just luk at thot! Dom the profiteers!"

And after a glance at Mr. Harris' cartoon depicting Pat's woes, we say with Pat: "Dom the profiteers!"

* * *

Six Sugar Creek golf bugs had to admit the supremacy of Mr. Pavey when on a recent Saturday afternoon he turned in a 54 for the Gates Park club links. Mr. Hininger's ninth hole rally furnished conversational food at the big feed which followed at the club house. The six gentlemen spent the evening admitting the supremacy of their wives at auction bridge.

* * *

"What did Columbus prove by standing an egg on end?"

"That eggs in his day were cheap enough to be handled carelessly."—*Washington Star.*

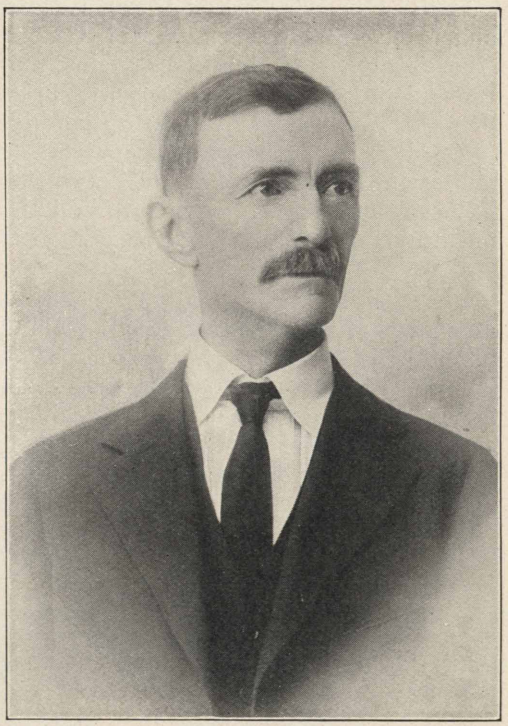
BAD FOR GERMANS

I. Markowitch, who quit his work at Whiting in July, 1917, to enlist in the army, is now back at work but has not yet entirely recovered from a bayonet wound in the right shoulder, incurred in a hand-to-hand struggle with two Germans during the battle at Soissons on August 4, 1918. Markowitch spent four months in the hospital.

The young man was a member of Company L, 59th Infantry, Fourth Division. He landed in France on May 5, 1918, and was among the troops sent immediately to the front. He was discharged from service in May, 1919. His occupation is that of press cleaner in the paraffine works.

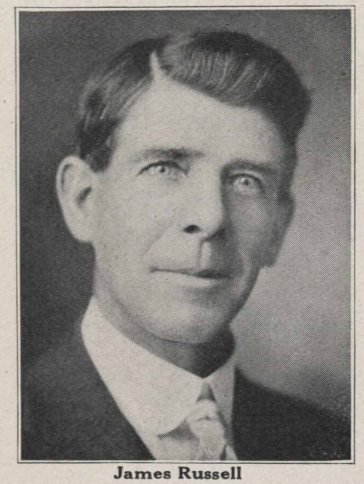
Second Lieutenant Henry M. Noel, formerly with the engineering department at Wood River and now employed by the Standard Oil Company of New Jersey as head draughtsman at the Bayway refinery at Elizabeth, N. J., won the American Distinguished Service Cross for his heroism in an action east of Belleau Wood on July 20, 1918. He led his men up a steep hill in the face of machine gun fire and wiped out the nest. Later, his captain and other platoon commanders having been killed, he took command of the troops, advanced to the company's objective and held it.

THOMAS F. HAYES



The illness of Mr. Hayes, who is Employees' Representative for Division 2, Whiting, prevented The Record from obtaining his picture for publication in the October issue along with those of the other representatives at Whiting. He has now recovered from his illness and is performing his duties as member of the Joint General Committee.

EMPLOYEES' REPRESENTATIVES CASPER JOINT GENERAL COMMITTEE



James Russell

Fred W. Price, born at Lower Bedeque, Prince Edward Island, Aug. 25, 1864. Lives in Casper, Wyo. Entered employ of Company Dec. 5, 1916. Present employment, tube cleaner. Employees' Representative for Division 1; Employees' Vice-Chairman of Joint General Committee; member of Sub-committee on Wages and Hours.

George Waldron

James Russell, born at Glasgow, Scotland, Dec. 13, 1878. Lives in Casper, Wyo. Entered employ of Company four years ago. Present employment, brick mason. Employees' Representative for Division 3; member of Sub-committee on Sanitation, Health, Safety and Prevention of Accidents, and Recreation, Athletics and Entertainment.

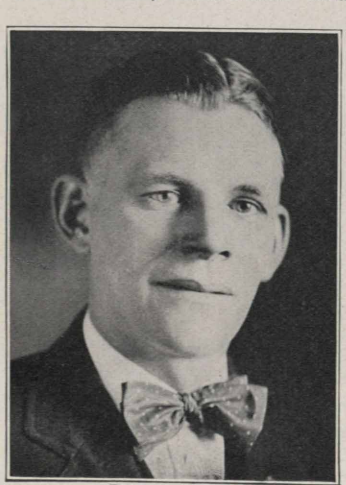
* * * *

Peter M. Evers, born at Austin, Minn., July 23, 1889. Lives in Casper, Wyo. Entered employ of Company Oct. 23, 1916. Present employment, machinist. Employees' Representative for Division 4; member of Sub-committee on Employment, Conciliation, Education and Publications.

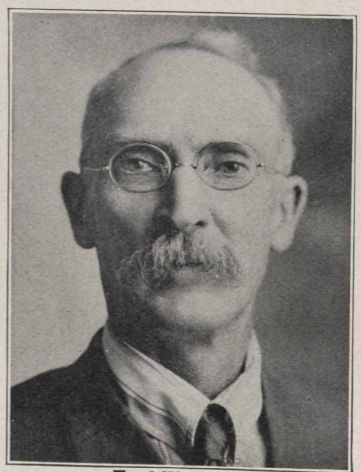
George Waldron, born at Massena, Iowa, Sept. 17, 1886. Lives in Casper, Wyo. Entered employ of Company March 20, 1917. Present employment, still cleaner. Employees' Representative for Division 5; member of Sub-committee on Safety and Accidents, Sanitation and Health, Athletics and Entertainment.

* * * *

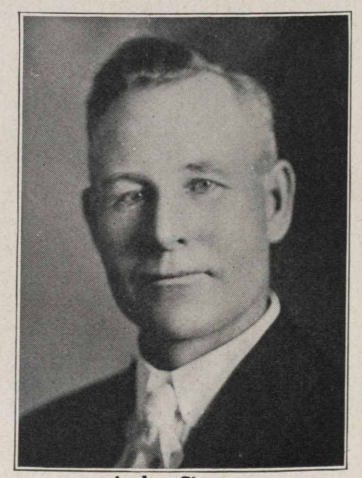
Arthur Simpson, born at Memphis, Tenn., July 8, 1875. Lives in Casper, Wyo. Entered employ of Company July 15, 1913. Present employment, still man on tower stills. Employees' Representative for Division 2. Employees' Chairman of Joint General Committee; member of Sub-committee on Wages and Hours, and Working Conditions.



Peter M. Evers



Fred W. Price



Arthur Simpson

CASPER GRASPS ITS OPPORTUNITY

Elections Are Held, Joint General Committee Organizes and Plant Operates Under Industrial Relations Plan

The Standard Oil Company of Indiana plant at Casper, Wyo., which, because it lies outside the area wherein are located most of the company's properties, was the last to be organized under the Industrial Relations Plan, has held its elections and is now operating under the new system of co-operation whereby the employees and the management exercise joint control of domestic affairs.

Formal announcement of details of the plan, submitting it to the approval of the employees and setting a date for a primary election, was made in the usual manner on September 13. The date of the primary was set for September 17.

That the plan had aroused great interest among the employees and that most of them were prepared to give it a fair trial immediately became apparent, for with fifteen nominees to be chosen there was a swarm of candidates. The final election on September 22, which resulted in the choosing of the five employees' representatives whose pictures and biographies appear on the opposite page, brought out a fairly large and very representative vote.

WELCOME COMPANY OFFICIALS

The distance between Casper and the other plants, which resulted in Casper being the last to be organized under the Industrial Relations Plan, also militated against the workers there learning of the success of the plan in the other plants and of the details of its operation there. The arrival in Casper, therefore, of Col. R. W. Stewart, chairman of the Board of Directors, Dr. W. M. Burton, president of the Company, C. B. Manbeck, general manager of the Casper and Wood River plants, and J. W. Curry, director of industrial relations, was welcomed by the employees as affording them an opportunity of becoming more familiar with the theory and practice of the new plan.

Col. Stewart, Dr. Burton and their party arrived in Casper on September 23, the day following the election. On the same afternoon the five representatives elected by the employees and the five named by the management, met and effected organization of the Joint General Committee, electing chairman, vice chairmen and a secretary.

SOME CHOW, SAYS CURRY

The dinner at the Henning Hotel, which was held that evening and which was attended by the employees' and management's representatives on the Joint General Committee, and by Col. Stewart, Dr. Burton, Mr. Manbeck, H. L. Welton, J. W. Curry and D. M. Lobdell, the newly appointed assistant director of industrial relations at Casper, was a huge success in every respect, though Mr. Curry intimated to The Record that had the Henning cook added one more spoonful to that bounteous repast, everyone there would have been too replete for utterance, much less for discussion.

Mr. Welton acted as toastmaster. Speakers were Mr. Manbeck, Employees' Representative Arthur Simpson, Management's Representative A. V. Forbes, Dr. Burton, Mr. Lobdell, Employees' Representative F. S. Price, Mr. Curry and Col. Stewart.

When the regular speakers had concluded, others were called upon, all responding with the exception of Management's Representative William Morris, who is either very bashful or a believer in the theory that silence is golden. (Or maybe he had eaten too much.)

DOUBT IS DISAPPEARING

The discussion had to do chiefly with the Industrial Relations Plan, the employees' representatives seeking explanations and interpretations of various clauses, and information as to the plan's operation at Whiting, Sugar Creek and Wood River. According to members of the newly organ-

(Continued on page 30)

GOSSIP ABOUT THE PLANTS

News of the Doings of Standard Oil Company Employees at Whiting, Sugar Creek, Wood River and Casper

WHITING

Miss Florence Denham, who recently underwent an operation for appendicitis at St. Bernard's hospital, Englewood, is on the road to recovery.

L. M. Graham, of the barrel house, who formerly lived at West Pullman, has moved to Whiting. He has a new home on Atchison avenue.

Charles Groat, of the tower stills, is trying to trade his auto for a biplane. On October 15 Charles accepted an invitation to make a flight with Lieut. Hollingsworth of Hammond. He was up 2,800 feet, did the loop the loop, spiral, nose dive and a few other little things. He came down a dyed-in-the-wool airplane fan.

Earl Moore, of the Sixth engineers, Sigge Hedreen, of the tractor artillery, and "Speed" Smalley, of the Sixty-first infantry, all of whom saw active service in France, are back at work. Eberhardt Kielman, of the crew of the U. S. S. Leviathan, is also back.

Fred Brett, of the Wood River plant, visited Whiting while the world's series was on. Fred and Pete Gorman, both of whom played on the old Whiting Greys, had an old-fashioned fanning bee.

Louis Dover has returned from Benton Harbor where he took the baths for his health.

The four pan sweating ovens, which were part of the original construction of the wax refinery, have been dismantled.

T. S. Boyle, foreman of the wax refinery, on October 18th celebrated his thirtieth year of continuous service at this plant.

Ben Imler, claimant of the title of World's Champion Tomato Grower, has just about proved his right to it with this year's crop.

The new home of Arthur Henrikson, of the ammonia engine room, is nearing completion. It is located on Lake avenue.

Harry Glair, of the paraffine department, is flashing a new Oakland sedan. Harry can't see a Ford for the dust now.

William Lynch, who has been employed in the machine shop since he was discharged from the army, has entered Northwestern university to study dentistry.

T. S. Boyle has been entertaining his father of Cleveland, Ohio, for the past two weeks.

Lewis Drummond, whose wife is visiting relatives in Dixon, Ill., while convalescing from an operation for removal of the tonsils, is awaiting her return with a mixture of eagerness and anxiety. Lewi is eager to have her back so greatly improved in health but he is very fearful lest she arrive at an inopportune moment and find the several hundred dishes which now grace the kitchen sink still unwashed. Lewis ought to invite his friends in to a dishwashing party.

Our most interesting newlyweds, the Molters, are engaged in a domestic dispute as to whether that wonderful baby girl said "ma, ma" first or whether its first words were "pa, pa." So far the argument is a tie, and a referee is being sought.

Charles Westling is as good a farmer as he is a machinist. He is just back from his 40-acre farm near Mattewan, Mich., chuckling over a crop of fifteen tons of Concord grapes. Considerable crop for the first year.

One of our old time boilermakers, Otto Dust has decided that the world is too peaceful since the signing of the arm istice, so he has enlisted in the matrimonial army under the banner of Miss Emma Clug. They are both (still) happy at 10404 Avenue H. The dust has settled, as it were.

Floyd A. Emerson has been appointed assistant yardmaster and will have charge of the storage yards during the day.

J. A. Stiles, who was ill most of the summer and who was injured soon after his return to work as conductor on the Dinkey engine, has been transferred to the yard office to do clerical work until his health improves.

The switchyard repair shop has been removed from the old roundhouse yard to the steel shed, which was vacated by the Union Tank Line Company. The shed has four tracks and about forty car lengths of room, and is a great improvement over the open yards where the repair men formerly worked. An office has been built north of the steel shed to provide desk room for the foreman and to serve as a lunch room for the workmen. The steel shed, which was in need of repairs, will be painted and maintained in a condition appropriate for its use.

An appropriation has been made for the purchase of two additional locomotives which will be of the same type as the last three bought, except that they will have the improved equipment of Baker gear, piston valves and air shaker. They are being built by the American Locomotive Company. When they are received the switching department will have five eighty-ton locomotives.

A. J. Dreesen, roundhouse foreman, has returned from Terre Haute, where he arranged to have his daughter, Miss Helen, enter one of the schools there.

The Company is protected against a coal shortage this winter. The pit is overflowing with 3,200 carloads and a rapidly growing coal pile is arising on the ground nearby.

Charlie Allen has promised to bring back a fox or a bear as a souvenir of his two weeks' hunting trip. Charlie is a bear at promising.

Cheer up, David, old kid. She may say "yes" next time, and then we of the yard office will have a regular party.

Mr. and Mrs. Norman Emerson and William Miller attended the annual convention of the Car Foreman's Association, held in the Cameo room of the Hotel Morrison, Chicago, on October 13.

Engineer Malo has been suffering from a stiff neck for three months, but he can still look about enough to discover all sorts of things which need the application of the Safety First principle.

To the Management: The switchmen were glad it rained today, October 16, for it gave us a chance to display our new outfits, white boots, yellow suits, and black hats. Many thanks. (Signed) The Switchmen.

We hope Mr. Schwartz manages to keep his new chummy roadster as long as he did that Overland.

Mr. and Mrs. Frank Sus have a wonderful new eight-pound boy, which has been named Michael. Mr. Sus is employed in the still cleaning department.

J. C. Melvin is improving rapidly from his recent illness, but is still under a Chicago doctor's care.

William Boness has moved from the Ehlert building on Roberts avenue to the Dvorsack building.

Tonsils are unpopular in the pressure still department. Thomas Shimala and H. K. Bierman have both returned to work after having had their tonsils removed at the Henrotin hospital, Chicago, and Owen Swain, of the plug gang, is at his home in Rockville, Ind., to undergo a similar operation. Bierman also had a tumor removed while at the hospital.

B. E. Whiting, who was suffering from a boil on his left arm, and Mike Kozak, who recently had a finger crushed, are both back on the job.

Mike Bukvich has moved into his new home in the West Park addition.

Arthur Wright, who is to be transferred to Houston, Tex., about November 1, is now at work on the tower stills getting some experience in the operation of continuous stills before taking his new job.

Ross Clanin says that the lacerations which are so plainly visible on his nose were caused by falling off a bicycle. Maybe so.

Charles Osborne, of the plug gang, is taking a week's vacation.

H. H. Grieves is spending a week's vacation with his parents in Lacon, Ill.

Miss Tillie Libert has purchased a cornet and is taking private lessons with a view to shining as one of the stars of the Standard Oil Company Whiting Band.

Tony Borah's eight-year-old son was severely bruised when he fell from an unfinished porch on the second floor to the basement.

Andy Hulinski had a narrow escape from serious injury while using a buzz saw on a box. He was using a stick to remove scrap pieces when the saw caught the stick, hurling it through the air and striking Andy within an inch of his left eye. Andy is a firm believer in Safety First.

The stork visited the home of Mr. and Mrs. James H. Judson on Monday, October 13, and left there a beautiful pair of twins. They have been named Andy and Min. The mother is doing well, as are the twins.

The new lights on the erection shed are greatly appreciated by the welding shop men who work nights.

Mrs. Bielby, wife of Electric Welder Bielby, was the guest of honor at a stork shower on October 14.

Pete Gorman, refinery labor foreman, has returned from a vacation spent with friends and relatives in Massachusetts and Rhode Island.

Eddie Engle dropped in for a short visit the other day. At lunch time as usual.

Simon B. Bransky, of the pressure still office, is receiving the congratulations of his friends on the arrival of a new son, Alvin Ira, at his home on October 11.

P. J. Sweeney, boiler house superintendent, has moved from Chicago into the house in Whiting, formerly occupied by J. W. Curry, director of industrial relations, who has moved to Oak Park.

Dr. F. M. Rogers, chief chemist, has returned from a two weeks' vacation spent with relatives in the south.

The ducks at Oshkosh, Wis., are rejoicing over the return to Whiting of Leo T. Mulva, whose army range practice made him bad medicine for mallards.

Virgil Hathaway expects to move from Hammond to Hobart in the near future.

W. B. Davis and D. H. Boyd, of Hobart, report that their summer's crop is proof that they are better than amateur farmers.

Margaret Schick is spending a two weeks' vacation with relatives in Kokomo, Ind.

Howard Harmon, confined to his home with a cold, expects to return to work soon.

Anna Ondesco is visiting her mother at Graceville, Ill.

George Spisak has moved into the new Konya flat on One Hundred and Nineteenth street.

Ed. Klein expects to leave for San Antonio, Tex., in the near future.

Joseph G. Hickey is spending a week's vacation in Whiting.

John W. Childs has moved to Chicago and will make his home there.

Foreman Saunders of the boiler shop is recovering from a 1,300-mile auto trip to Virginia and return.

Charles McClelland, one of our noted sports, recently spent a strenuous day at Mud lake, returning in the evening with one lone bullhead.

Peter Johnson, after thirty years of faithful service, has been retired on a pension. We will miss "Pete's" company and his sunny smile.

Several Standard Oil employees who purchased lots in the new Forsyth Water Gardens subdivision are so pleased with their properties that they will start building immediately instead of waiting till spring.

Mark Evanich, of the filter plant, has obtained passports for Croatia, where six years ago he left his wife and little son to await the time when he could bring them to a new home in America. He will soon sail for Europe and when he returns to Whiting his family will be with him.

CASPER

Fireman O. E. Brown, of the tower stills, is rejoicing over the arrival at his home of an eight-pound baby boy. According to the proud father the young man can already give the Wyoming university football yell with great eclat and volume.

Mr. Johnson, of the timekeeper's office, has just completed a course in inside baseball, with Cincinnati variations, which cost him $27.50.

To whom it may concern: We, the members of the crew of No. 7 battery, pressure stills, learned with deep regret that Donald M. Lobdell, now assistant director of industrial relations, but known hereabouts as "Slingy," was to leave us night owls. We will miss his bright smile and expansive countenance, but most of all we will miss that terrific line of chatter on which we depended to keep us awake in the wee small hours. We aver that "Slingy" can say more in five minutes than any two other men can get away with in an hour. He has a face that (deleted by censor) and a heart as big as a washtub. As assistant director of industrial relations we're for him, hook, line and sinker. (Signed) The Pressure Stillers.

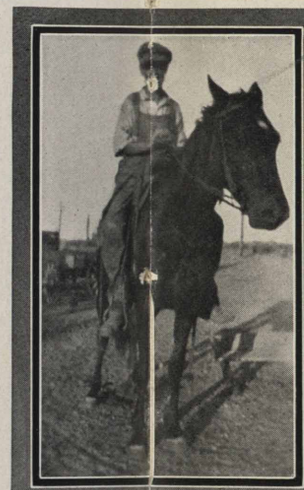
D. G. Price is back at work declaring Casper is the finest spot in the universe. Price, a coke stillman, joined the navy in July, 1918, and visited the Philippines, Hawaii, Japan, China and Vladivostok. But of all the things he saw that pleased him most was the sight of the Golden Gate, when the U. S. S. Brooklyn steamed out of the Pacific into 'Frisco.

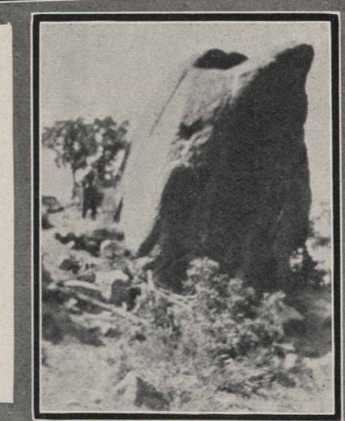
SUGAR CREEK

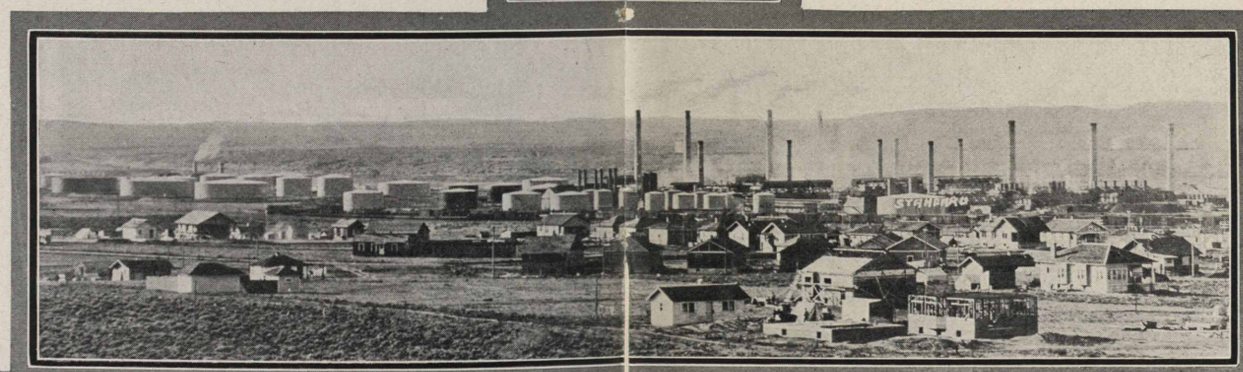
B. F. Miller, of the mechanical department recently celebrated his twenty-first birthday. Immediately he made requisition for an errand boy, for he says he now hasn't any time to waste on a boy's job.

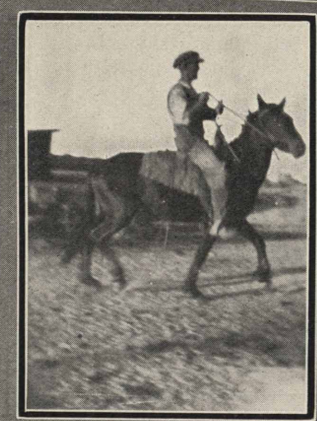
(Continued on page 18)

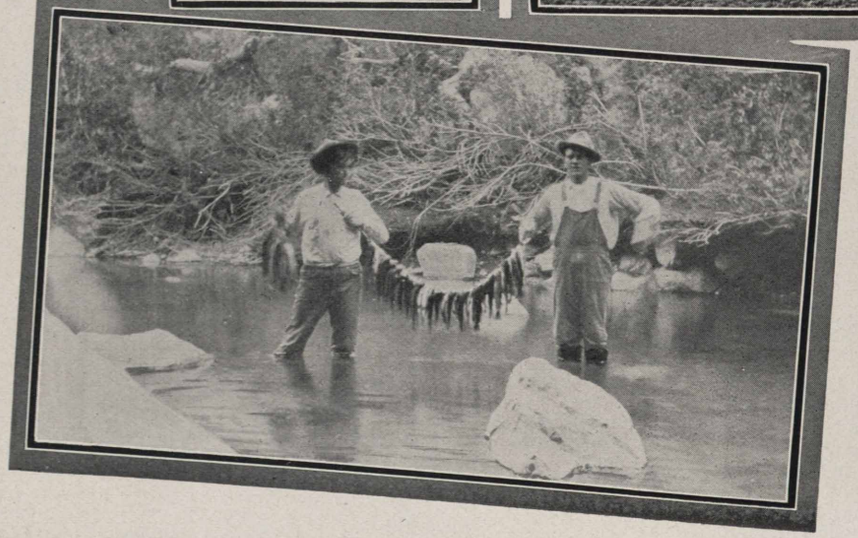
Scenes in and about the Plant at Casper, Wyoming











(*Continued from Page 15*)

Old Glory has been taking a rest since that flivver made a barrel hoop out of our flag pole. Is there anything a Ford won't raze?

John H. Storer, of the engineering department, is a highly fortunate newlywed.

"Shorty," the draughtsman, and John Bryant, of the shipping office, are advertising for a remedy for cramps acquired while trying to ride in their new Ford coupes.

"Daredevil" Hildebrand, owner of the "Firecracker," challenges anyone with a flivver, nerve and backbone to a race up Sugar Creek hill.

J. C. Maher, R. R. Peck and W. C. McLain are among the wise men who attend night school.

J. H. Grinter, office engineer, is spending his vacation overseeing the construction of his new home in Independence.

Representative A. E. Hicks, the well known smiter of cockroaches, is sporting a pair of new kicks with a Cincinnati fit, as the employees of the main office can testify.

A group of boilermakers, unaware of Frank Searcy's former association with Uncle Sam's fighting forces, almost mobbed him when he appeared wearing that red tie. They thought he was an I. W. W. But Frank has the same opinion of the I. W. W. they have.

With Dan Cupid's arrow, Miss Thomas, of Kansas City, entered the heart of G. H. Freeman of our main office, and immediately took possession. They are living in Fairyland Heights, figuratively and literally.

A. P. Stover neglected to take along his camera when he created such a commotion among the finny tribes about the Thousand Islands in the St. Lawrence river, so as he spins his vacation yarns he is learning that we live in Missouri.

F. J. Bergin, stenographer to Mr. Moffett, has returned from his vacation on the Gates Park links.

Elmer Lewis, who has been assistant to Mr. Koehler of the employment office, is now packing the mail route.

Clifford Howard, of the yard checking squad, has been transferred to the personal injury department.

William Kelly has been promoted from office boy in the main office to clerk in the timekeeper's department.

At a meeting held in the committee room on October 13th it developed that there is enough material among the employees of the plant to organize a band of which we may be proud.

A. E. Hauptley, of the storehouse department, has the sympathy of the entire force in the death of his mother, which occurred at Sedalia.

John Paul Jones, brother of Renick Jones and himself a former Standard Oil worker, is doing shift duty with the U. S. navy at San Francisco.

The new $80,000 school building, soon to be erected at Sugar Creek, will be a boon to the employees of the Standard Oil Company who have children.

Representative A. E. Hicks returned recently from a three days' visit in St. Louis, where he attended the meeting of the Masonic grand lodge as delegate from Mt. Washington lodge No. 644, A. F. & A. M.

The addition to the storehouse is nearing completion and Mr. Hauptley's force will soon be lodged comfortably in their new quarters. The addition to the main boiler house is also progressing and forms will soon be in place for pouring the concrete.

Joseph Fulks, former member of the Kansas City police department and later mayor of Sheffield, Mo., has accepted a position at this plant.

Harry Crawford, of the car inspector force, is recovering from doing a turtle with his flivver.

George Hackett, boilermakers' foreman and amateur farmer, has returned from his vacation on his farm near Independence.

John Bryant, of the shipping office, is back from an alleged motor trip to St. Louis. He motored there but came back on the train. Missouri mud.

John Healy, of the sample boy squad, is wearing his face in a sling while a carbuncle heals.

"Doc" Woodward is back from his vacation trip to Wood River.

The laboratories claim the honor of possessing the youngest and shortest married man in the plant. Stand up, Frank.

Oscar Holke has been promoted from the labor gang to assist Herbery Van Smith.

Everyone was glad to see Mr. Wetmore back after his absence on account of illness.

Improvements being made in the blacksmith shop meet with universal commendation. The iron rack has been removed to make room for a new forge, oil furnace and Bradley hammer. But best of all is the ventilator in the roof of the building which will mean we will not have to keep the west door open this winter to let out gas and smoke.

We are glad to announce that blacksmiths and helpers are taking Saturday afternoons off. Everybody's pleased.

D. A. Grey, representative for Division Four, after a thorough investigation has found that his name is spelled *GREY* instead of Gray, as it appeared in the last issue of The Stanolind Record and in the minutes of the meetings of the J. G. C.

Here's to Frank Gavin, a plucky man. When his eyes failed him while working as a machinist for this Company, he didn't despair but bought out Jim O'Hara's tobacco, confectionery and notion store, determined to earn a living for himself, his wife and three little babies. He is doing well. Let's all help him do better.

The splendid patriotism shown by the management of the Standard Oil Company at Sugar Creek in giving back their old jobs—and sometimes better ones—to those men who came back from serving under the Stars and Stripes, is a matter of pride and deep gratification among the employees here. This is a spirit that makes for better citizenship.

George F. Brady is back and handling his crane as if he had never been away. So we wish to tell the world that George performed hard and faithful service with the U. S. navy while the war was on. He was on the U. S. S. Costerdyck when it sunk in a heavy fog six days out of New York after being rammed by another vessel. Brady was among those rescued from the life boats.

Max Lowmiller has returned to his job on No. 16 tower still after three years' service in the navy. Max is a regular sailor man, except that he wasn't content with just one in every port.

Roy Mitchell, accompanied by his wife and family but no fish, has returned from his trip to the Ozarks.

Harry Schweers, water tender in the old boiler house, has reason for feeling jolly. It is a sweet piece of humanity, that little eight-pound baby girl who arrived on October 13th. Mother and babe both doing fine.

WOOD RIVER

John J. Halloran, who was married early in the summer, is moving into a NINE-ROOM house. Preparedness?

Mrs. George Fogle and two daughter s have gone to Youngstown, Ohio, where they will make their home. Mr. Fogle will remain here until spring when he will join his family at Youngstown. They expect to make their home on a small farm near that city.

Mr. and Mrs. Charles Burris are the proud parents of a baby daughter, born October 13th.

Tiny Harrod left Wood River on October 9 to spend the week-end in Springfield, Ill. He came back with a bride. Here's to "Skip" and Mrs. "Skip."

F. N. Brett has returned from a three weeks vacation spent in Chicago and Whiting. Mrs. Brett accompanied him.

Several employees at this plant are attending night school at the Alton high school. Thomas Mitchell, Joseph Johndrow, William Miller and William Richardson are studying mechanical drawing.

After spending eight years in the various departments at this plant, H. P. Stoekel is soon to leave the Company's employ and take up farming.

Fred Parker has purchased the home of A. Brumer on Acton avenue and will move in immediately. Mr. Brumer and family will make their home in their house on Maplewood avenue.

J. P. Eckman has resigned from the shipping department and will engage in business with Charles P. Smith at Wood River.

The above represents Mr. G. H. Harris, of Whiting, special cartooner for The Stanolind Record, doing a Rodin's Penseur while trying to dope out a picture for this issue of The Record. Don't disturb him. He's still thinking, and if he can hold that pose till November we have no doubt that a real idea will pop from beneath that pompadour, toboggan down that noble dome and do a ski jump from that wondrous proboscis to the paper on the easel before him. Give him time.

NO COMPANY STORE

Impracticable for This Company to Sell Clothing to Employees, Says Committee

An unfavorable report has been made by the two sub-committees of the Whiting Joint General Committee on employees' petitions asking that the Company purchase clothing and shoes and re-sell them to the workers at cost.

After a thorough investigation the committees decided that the proposed plan was impracticable, for their investigation convinced them that since the Company is in the oil and not the clothing business, it could not purchase satisfactory clothing and shoes and re-sell to the workers as cheaply as can the regular clothing and shoe houses. Since the expense of maintaining such a department would make it impossible for the Company to undersell the stores, there would be no gain to the employees.

NO VACATIONS

Three petitions for annual vacations with pay have been turned down by the Joint General Committees of Whiting and Sugar Creek. A similar petition, presented by shift workers at Casper, is now being considered by the J. G. C. at that plant.

Of the three petitions disapproved, two came up at Sugar Creek, where both storekeepers and shift men asked for vacations of two weeks, and one at Whiting, where the shift workers were the petitioners. In each case the petition was denied by the J. G. C. without reference to the management.

NEW APPRENTICE SYSTEM

An apprentice system has been inaugurated in the machine shop at Sugar Creek through the activity of the J. G. C. The apprentices were selected from the helpers then in service, who were given credit for services already performed. The new system fixes rates of pay and designates periods at which these rates are to be advanced to equal a full machinist's wage, etc.

FOR WORKERS' CONVENIENCE

That employees may keep in close touch with the activity of the J. G. C.,

the Sugar Creek committee has arranged to have typewritten copies of the minutes of all meetings placed in a frame near the main gate where employees passing in and out may read them. At Whiting, each member of the committee is provided with as many copies of the minutes as he desires. In most cases he places these on bulletin boards or other convenient places in the departments which he represents. When any employee desires an explanation of something in the minutes the representative is supposed to give the desired information to his constituent. Being a representative is not an easy job.

VOICE OF THE WORKERS

Editor Record: I have a suggestion to make which I think will be of benefit to all. The Company is spending large amounts of money building good roads within the confines of the Whiting plant. I think it would be a good thing to name these roads. It would save time and also would be of great help to new men and to strangers in indicating the location of the different parts of the plant. Thus the acid works building might be located on the corner of "Pershing street and Packard avenue." Or the streets might well be named after the officials of the Company, or by letters, as A street and B street and A avenue and B avenue, or by numerals, as First street and First avenue, streets to run east and west and avenues north and south. Enameled signs might be placed at all corners. I believe the expense would be more than made up by the time saved.

JOHN W. SHAW,
Janitor, Acid Works Office, Whiting.

Mr. Shaw: You may have noticed that signs, giving the proper number or names of still batteries, buildings, etc., have recently been provided at Whiting. It seems as if your suggestion is a good extension of this idea. Why not ask your representative to take up the matter with the Joint General Committee?—*Editor.*

* * *

Are we giving our best efforts to the country, or do we think that because the war is over we can take life easy? Prosperity is up to us! Keep the wheels turning!—*U. S. Department of Labor.*

PLAN BUS LINE

Tentative plans for the operation of a bus line between Sugar Creek and Fairmount Park are being worked out by the transportation committee of the Joint General Committee at Sugar Creek, according to the announcement of S. S. Schooley, chairman. Should the bus line be installed it would be operated at cost.

Sugar Creek has long been promised an extension of the car line running out of Independence, but Mr. Schooley states that many of the men think this promise was made for political purposes, with no intention of keeping it. At present the street car company operates a very unsatisfactory "goat" car from Fairmount Park to Fairmount Junction. To reach the street car, workers who are unable to get rides with fellow workers who own automobiles, either have to walk two miles or pay a 10-cent jitbus fare.

Col. R. W. Stewart, chairman of the Board of Directors, interested himself in the transportation problem at Sugar Creek and sometime ago asked Supt. Moffett to take whatever action he deemed advisable towards bringing about an improvement in conditions. Mr. Moffett immediately referred the matter to the Joint General Committee. The committee has already prepared cost estimates for the installation and operation of a fleet of large busses, and is now at work on estimates for a fleet of busses of a smaller type. Their complete report will be received with interest by the management.

OUR ADDRESS

Certain members of the Standard Oil family who have desired to communicate with the editor of The Record have complained that they do not know where to reach him. If your intentions are peaceable you may find him in Room 213, Standard Oil Company Building, 910 South Michigan avenue, Chicago, Ill. Otherwise write.

* * *

"Discovering the essential elements in a bit of experience, and seeing its meaning in relation to the more important questions that trouble one, is thinking."—*Swift.*

EVERYBODY SMILE!

Here are seven smiling reasons why everybody enjoys working at Whiting. These seven are employed in the white oils room. Reading from left to right: Eulala Dexter, Ruth Tilton, Helen Hynes, Ellen Drieslman, Marion Donahue, Mary Sisko and Tillie Berkowitz. Delay in the delivery of the pictures from Whiting made it impossible to print more than two photographs of the women workers in this issue. Others will appear in the December number.

OUR WOMEN WORKERS

War taught men to place a new and higher valuation upon the self-sacrificing spirit of women. Women bravely sent their sons and brothers off to war while they knitted patiently; economized on food and fuel, took leading parts in relief work, and, when the absence of so many men threatened our production of war materials, entered our factories and performed men's duties.

That the women and girls of Whiting were as patriotic as any may be seen from the following table showing the number of them who were employed during the war:

Candle Factory	122
Can House	41
Grease Works	26
White Oils Room	13
Other Departments	10
Clerical Work	67
Total	279

Many of those who during the war performed work formerly done by men and boys liked it so well that they wished to continue when the war was over. The management was willing, for it had found that as a rule the women and girls were more efficient and faithful workers than boys, and in cases where they did men's work, of a light nature, were the equal, at least, of the men. As a result 154 women and girls are still in the Company's employ:

Candle Factory	38
Can House	27
Grease Works	18
White Oils Room	9
Other Departments	11
Clerical Work	51
Total	154

Wherever the women and girls perform work formerly done by men they are paid men's wages. Where they took the place of boys their wages are either equal to or higher than those formerly paid the boys.

LET THERE BE LIGHT

These pretty young women are employed in the candle factory at Whiting. The candles handled by their deft hands may be found shedding soft radiance over altars of worship from Pekin to Paris. Reading from left to right: Mary Brenkus, Tillie Libert, Mrs. Galocy, Anne Harrison, Della Goldrick, Edith Haman, Mrs. Lora Klatt, Jennie Pospychala, Mary Blastick, Helen Gilbert, Kate Gmerek, Anna Bires (top row); Martha Furstenberg, Anna Pivarnik, Stella Pospychala, Hanna Berdis, Stella Stefansky, Mary Uriga, Mrs. Radloff, Alice Stefansky, Emma Putny, Elizabeth Fauth, Julia Kitchen, Julia Misicko (middle row); Anna Paul, Mary Olear, Anna Kresach, Elizabeth Udish, Anna Skrabala, Ella Horlbeck, Catherine Dragzek, Susie Popovich, Agnes Wawrzyniak, Mary Hanchar and Anna Yedinak (lower row).

Fall and Winter Styles

Brown in rich dark shades will be the best liked color this fall and winter. Brown furs will lead. In blues, navy, midnight and Ghent are the chosen shades.

A skirt of black serge is trimmed with facings of leather colored crepe.

Pockets are no longer made for ornament but for service.

Skirts will be fuller at the hem. Suit skirts will show straight lines but are fuller.

The collarless neckline on street dresses is still holding its own, in "V" shapes, rounded, square and curved effects.

You may touch up your navy blue dress with jade or tomato red, or your brown cloth suit with orange. Braid is extensively used for trimming just now, also fringes of narrow ribbon in various lengths.

Development of the Baby

Every mother should know how the average normal baby develops, in order to compare it with the progress her own child is making. She should know when her baby should hold up its head, stand, walk and talk, for if her baby is far behind the average, probably there is either some physical or mental fault present.

The average baby should be able to accomplish these things:

At 3 to 4 months: Hold its head erect, the body being supported.

At 4 months: Attempt to reach for objects.

At 6 or 8 months: Sit alone for a short while without support.

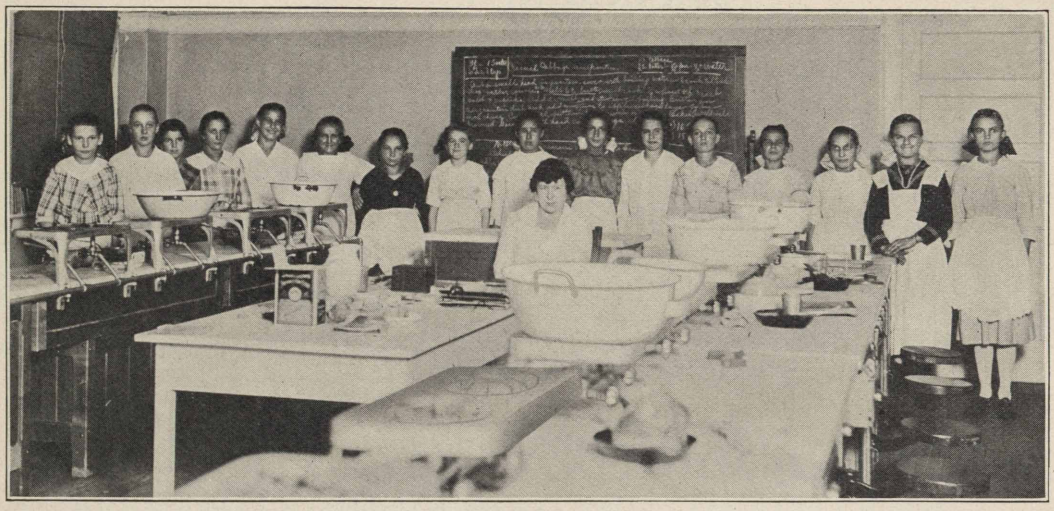
At 9 or 10 months: Stand on feet, holding to an object—as a chair.

At 12 months: Stand alone. Walk with aid of mother's hand. Say a few words as "mama," "papa," "bye-bye."

At 15 months: Walk alone.

At 2 years: Connect words into a few short sentences.

SIXTEEN LITTLE COOKS, NOT YET SIXTEEN



These dainty lassies, nearly all of them daughters of Standard Oil Company employees, are learning the womanly art of cookery in the domestic science class at the Whiting night school. When the proper time arrives they will be fitly trained to make "homey" homes for good American citizens, where all will eat and live and think in the clean American way.

There is a great difference in the time of walking of normal infants—some being able to do so at ten months and others not until eighteen months.

If the baby is several months backward in performing these acts, a physician should be consulted, for unless there has been a prolonged sickness or the baby is very poorly nourished, and cannot do these things at the required age, he probably has a disease affecting the bony tissues, called "rickets," or is mentally backward.

In connection with the development of the baby, it is well to know when the teeth should come. The first teeth to appear are usually the two lower ones in front, at six or seven months of age. The baby should have:

At 1 year: 6 teeth.
1½ years: 12 teeth.
2½ years: 20 teeth.

Often healthy children do not cut their first teeth before ten months of age, but delayed teething is very often due to rickets and it also occurs in babies who are poorly nourished from birth. Teething often lowers a child's resistance so that he catches cold easily or becomes sus-

(*Continued on page 28*)

Let's Eat!

There is a type of inexpensive meat dish which is very popular with the tired housewife because everything is prepared in one dish, which means less work for the housewife in preparing the meal and less in the dish washing that comes after. It is the so-called "one-piece" dish.

No, it isn't a mere "stew"—which always suggests left overs—but a casserole, or baked dish, freshly prepared. The family always enjoys it. Here are two inexpensive, delicious and easily prepared "one-piece" dishes:

CREOLE STEAK

1½ pounds rump steak.
2 cupfuls of tomatoes.
1 onion.
1 green pepper.
1 cupful macaroni.
Salt and pepper to taste.

Put the steak in an iron frying pan with a tablespoonful of fat and fry until well browned on both sides. Then add the sliced onion, the canned tomatoes, salt and the green pepper cut in strips, and the cupful of macaroni, broken in two-inch pieces. If necessary, add a cupful of hot

(*Continued on page 28*)

YOUR HEALTH AND OURS

"A man who 'doesn't care' where his health is concerned doesn't care if he leaves a widow to support his fatherless children"

FRESH AIR AT HOME

In the home as in the factory, fresh air is an important aid in keeping the body well. The Joint General Committee at Whiting and the Whiting management recognized the importance of fresh air in the factory when they responded so promptly to the plea for the installation of ventilators in the blacksmith shop. Do you recognize the need of fresh air at home?

People who live in the open air are much less likely to have colds, pneumonia and tuberculosis than those who live shut up in overheated rooms. The living room at home should be kept at 70 degrees or less whenever it is possible. In particular one should sleep with the windows of the bedroom open, for sleep is far more restful when there is a current of cold air blowing over the face.

On the other hand, too much cold air may be harmful, say most health authorities. It is especially dangerous to sit still or sleep (without sufficient covers) in a cold room, to sit with wet feet or clothing, or to be exposed to a draft after the body has become heated and is perspiring.

YOUR FOOD AND HEALTH

It is very important for the factory worker to get a good breakfast before going to work. The man or woman who hurries off with a poor breakfast will not be much use to himself or to his employer. So also the work done in the afternoon shift will be far better done after a good hot lunch, and the worker will feel much better physically when his work is finished than if he had contented himself with a cold, meagre meal at noon.

The body needs food not only to give it the energy or power used up in daily life but also to build up the new living stuff that is wasting away all the time. Different foods supply the body with different things that it needs. Bread and cereals and sugar and butter give us large amounts of energy, but there are special things in other foods that are absolutely necessary for health. We need meat or fish or eggs to supply some of these things, green vegetables to supply others, and milk to furnish still others.

MILK AND CHILDREN

Milk for babies and growing children is especially important. Many specialists declare that children up to twelve years and over should be taught to drink as much milk as possible, for of all foods, milk and the things made from milk, alone contain what is known as the "growth principle."

HOW TO BUY FOOD

Some foods are cheaper than others for the food value we get from them. Poached eggs or an omelet cost ten times as much for the energy they give as apple tapioca or boiled rice. Most people could get much more out of the money spent for food if they bought less meat and more milk and vegetables. A simple rule for a cheap and good diet tells us to—

Spend as much for milk as for meat and fish.

Spend as much for vegetables and fruit as for meat and fish.

Still another rule says that an ordinary family of five people should buy three quarts of milk before buying one pound of meat.

BENEFIT ASSOCIATION GROWS

The Whiting Mutual Benefit Association has undertaken a campaign to increase its membership from 1,200 to 1,500. Since 1917 the membership has increased 76 per cent, and the financial standing 86 per cent.

The Whiting association is in receipt of a letter from Casper asking for the bylaws of the Whiting body. Casper is revising its rules and is seeking to obtain the best features of the bylaws in force in other mutual benefit associations.

CITIZENSHIP

The above is a photograph of the members of the beginning class in English and citizenship at the Whiting night school. These men are voluntarily giving up their evenings to study that they may become good citizens of the United States, and at the same time better their own economic condition. In the work about the plant, Americans who daily come in contact with these men will be doing their country, the company and their fellow-men a service by assisting them by patient explanations to become familiar with the English tongue.

The picture below is that of the intermediate class in English and citizenship.

BETTER CITIZENS, BETTER WORKERS

Three Hundred Company Employees in Whiting Night School Study to Become Better Americans and to Increase Earning Power

Realizing that if men and women of foreign birth wish to take full advantage of the opportunities offered by this land of plenty they must acquire a comprehensive understanding of the workings of the American government, of the ideals and ideas on which it is founded, and of the principle of majority rule which governs practically every phase of political, industrial and social activity in this country, the sub-committee on education and publications of the Whiting Joint General Committee has co-operated with remarkable effect with the Whiting school authorities in building up the night school there.

The total enrollment at the Whiting night school at the end of the first two weeks was 494, with attendance increasing constantly. Of 494 students, more than 300 are employees of the Standard Oil Company. This large attendance is chiefly due to the work of the sub-committee, composed of Employees' Representative Edward J. Evans and John Krevich, and Management's Representatives C. W. Smith and A. D. Buchanan. Mr. Krevich deserves special mention, for he gave practically all of his spare time to recruiting for the night school. Aided by other workers who could speak the several languages, he brought in students by the score.

The committee found the school authorities, and particularly Superintendent J. H. Hokinson and L. C. Grubb, principal of the Whiting night school, more than willing to co-operate, for both Mr. Hokinson and Mr. Grubb are extremely interested in the Americanization and welfare of men and women of foreign birth.

Believing that the ability to speak and read English is of paramount importance in coming to understand the American ideals and system of government, and that knowledge of English is also of invaluable assistance in progressing in one's own work, the school authorities have graded the men according to their familiarity with English. There is a beginning class for those who are unable to read and write English. In some cases the students are not even able to speak English. There are two intermediate classes whose members have progressed somewhat in their ability to use English, and there is an advanced class composed of men who have had previous night school experience and who are so advanced that they are able to study other subjects.

CLASSES FOR WOMEN

There is a separate class for women. The eager desire of these people to become real Americans is evidenced by the fact that in some instances husband and wife come to the night school arm in arm. In all classes special attention is given to the study of citizenship.

Regular classes are held on Tuesday and Thursday evenings of each week. There are also a few classes on Wednesday evenings to accommodate an overflow in certain departments. Assemblies are held from time to time when prominent men are invited to address the students on Americanism and citizenship. Frequently, leaders among the people of foreign birth are asked to address them in their native tongues. Social affairs are held from time to time when refreshments are served by the pretty cooks of the domestic science department.

AMERICAN BORN ALSO

Many American born as well as foreign born students attend the more advanced classes. The three classes in mathematics have an enrollment of forty-two students, whose work ranges all the way from arithmetic to triginometry.

The commercial department is in charge of three teachers and work is offered in bookkeeping, shorthand and typewriting. Eighty-two are enrolled in this department.

The manual training classes offer work in machine shop, wood turning, bench work, mechanical drawing and blue print reading. In these classes are found many men of foreign birth who are skilled mechanics but who are handicapped in progressing in their work by their inability to

(*Continued on page 28*)

NEARING THE GOAL

The men shown in these photographs are well along in their study of English and citizenship. Those in the picture above are in one of the intermediate classes, while those in the picture below are in the most advanced class.

Many of those in the advanced class are now so proficient in the use of English that they are able to take up other night school studies, such as mathematics, blue print reading, and other matters of a technical nature.

BENCH CLASS

The program at the Whiting night school is designed to teach men skill in the use of their hands as well as of minds. In the accompanying picture are shown boy and young men students of the bench class. A greater earning capacity will be the eventual reward of the evenings now spent in this school shop. Here they not only learn the "how of things" but also the "why of things," a knowledge essential to executives. Thousands of executives in industry today first learned the "why of things" in night schools.

BETTER CITIZENS, BETTER WORKERS

(Continued from page 26)

read blue prints. A few weeks attendance at these classes frequently enables a man to obtain a more responsible position.

DOMESTIC SCIENCE TAUGHT

In the domestic science classes women and girls are taught sewing, cooking and housekeeping. The enrollment is fifty-four. There are gymnasium classes for both men and women with an enrollment of fifty. There are two classes in art, with thirty-four students; French and Spanish classes with thirty-five students; chemistry and physics classes with fourteen students.

The night school employs twenty-three teachers. Several of these are men in the service of the Standard Oil Company and meet their students in daily contact at the plant.

DEVELOPMENT OF THE BABY

(Continued from page 23)

ceptible to intestinal diseases. Therefore during the very warm days of summer the milk mixtures of bottle-fed babies should be made about one-third weaker than ordinarily.—*North Carolina State Board of Health*

LET'S EAT

(Continued from page 23)

water. Cover and simmer for one hour and a half. Serve hot.

CASSEROLE OF BEEF

3 pounds rump or round steak.
4 carrots.
2 onions.
4 turnips.
4 potatoes.
1 slice salt pork.
Salt and pepper.

Fry the pork and brown the beef in the fat. Place meat in a casserole or covered baking dish with the vegetables, cut in small pieces around it. Put in sufficient water to cover nicely, cover and cook for four hours. If a tablespoonful of flour is sifted over the meat and vegetables when put in the oven it will not be necessary to thicken the gravy.

Send Us Recipes

Women workers and wives of Standard Oil employees are invited to send to The Record their favorite recipes for making inexpensive and tasteful dishes.

BASKET BALL

Inter-department basket ball is the chief item of the winter sport program being worked out at the Sugar Creek plant. By having teams from the various departments, instead of just one team to represent the entire plant, a far greater number of men are given the opportunity of indulging in this wholesome exercise.

Manager G. H. Moffett has announced that he has received an appropriation from the Board of Directors to be expended in promoting basket ball. The present plan, as worked out by the committee on athletics, provides for the opening of an inexpensive outdoor court, to be used while the good weather continues. Should the men take sufficient interest an attempt will be made to secure a good indoor court to be used when the weather grows cold.

Should it be decided to have a plant team in addition to the department teams, the latter will be of great service in developing stars for the "varsity."

IN THE ROUGH

Everybody in favor of the idea that the handicap committee ought to be lynched will please signify their pleasure by the usual sign. All those opposed will please get out. All elbows are crooked. Motion carried.

* * *

Everybody had a caddy, but Dr. Bransky was the only one to possess a valet. The valet functioned with an umbrella with which he shielded Doc from the elements.

* * *

Smeed was the only sport present who wore a sport shirt.

* * *

Somebody remarked that when "Katy" Wenger got all dolled up in his knickers he resembled Colonel Stewart. Go ahead and say it, Colonel.

* * *

"Dad" Leonard perpetrated the only dignified after-dinner speech. "Pearls before, etc." says Dad.

* * *

The Whiting choir failed to show up, but "Caruso" Glair was plenty. Especially with Hank Allen and his "Adeline."

* * *

The waiters made a bad mistake and seated Jim Terrell at the speaker's table.

KING COPS THE CUP

After F. L. King had copped the Standard Oil Cup in the annual tournament of the Stanolind Golfing Association, held at the Olympia Field Country club on October 10, the members assembled in the dining room to eat, hear speeches, witness the awarding of prizes and spin alibis explaining why they were missing from the list of winners.

Speakers were W. H. Leonard, J. C. Lee, H. A. Dougherty, R. H. McElroy and S. S. Gano. The four guests from Louisville, J. C. Steidle, C. Van Overbeke, S. W. Coons and T. Q. McGoodwin, were also called upon to talk.

Mr. E. C. Carson extended a cordial invitation to hold next summer's tournament at the Olympia club.

Prize winners and the prizes they received follow:

F. L. King, Standard Oil Cup, first low net, 27 holes.

W. L. Blackman, Hackney prize, low gross, last 18 holes.

CLASS A

J. F. Becker, bag of clubs, first low net.
A. L. Jackson, pair of auto gloves, second low net.
B. Smeed, ball marker, third low net.

CLASS B

C. J Nugent, sweater, first low net.
W. H. Scott, silk shirt, second low net.
E. R. Rummellhoff, third low net.

CLASS C

A. E. Persons, set of clubs, first low net.
D. R. Gano, wool shirt, second low net.
L. C. Baldwin, one mashie, third low net.

CHOICE NINE HOLES

S. S. Gano, Meyst prize.

EVEN HOLES, NET

E. E. Kelly, sweater coat.
E. F. Neff, knife.
H. Rummellhoff, golf gloves.

ODD HOLES, NET

W. J. Hawkins, Thermos bottle.
J. C. Terrill, three balls.
H. F. Hobein, belt.

HIGH GROSS

E. M. Bonney, practice ball.

SHORT HOLE, GROSS

F. A. Hoskins, six pair of sox.

VISITORS

J. C. Steidle, low gross, six balls.
T. Q. McGoodwin, low net, tidy set.

Most of the players came from the Chicago office, but both the Whiting and Wood River plants were represented.

STANOLIND BOWLERS

The Stanolind Bowling League, composed of eight teams recruited from the Company's general offices at Chicago with a few volunteers from Whiting, opened its season on September 26 at the Bensinger alleys at 235 South Wabash avenue. Matches are rolled every Friday night.

Officers of the league are: W. S. Pavey, president; G. C. Wolke, vice president; F. H. Bosworth, treasurer; W. Juergensen, secretary.

On October 23 the league standing was as follows:

Team	*Won*	*Lost*	*Standing*
Semdac	10	2	.833
Renown	9	3	.750
Perfection	9	3	.750
Polarine	8	4	.667
Eureka	6	6	.500
Superla	3	9	.250
Red Crown	3	9	.250
Capitol	0	12	.000

The individual averages of the sixteen leaders were:

Player	*High*	*Total Pins*	*Average*
Kelly	215	2264	187
Pekie	204	2220	185
Canner	204	554	184
Bumhour	211	2170	180
Beamer	215	1591	176
Burns	209	2116	176
Weppner	212	2107	175
Bergeson	232	1894	172
Diehl	212	2046	170
Bryant	199	2042	170
Petrie	210	1509	167
Olson	211	2009	167
Juergensen	199	1507	167
Thorstenson	194	1506	167
Barrett	224	2006	167
Schwander	212	2005	167

Bergeson, with 232, has high score for the season to date.

* * *

The editor's request for a story on the wind-up of the baseball season at Whiting had not been complied with at the time of going to press. The Whiting SOCs needn't feel bad. Worse than that happened to the White Sox.

* * *

If you see an editor who pleases everybody, there will be a glass plate over his face and he will not be standing up.—*Thomasville Times.*

The editor of The Record is not that eager to please.

THE OWLS CLUB

The Owls club at Whiting, originally organized by Standard Oil employees, is not a Company organization, but as a great majority of its members are Standard Oil workers and as its athletic teams receive support from this Company, The Record from time to time will print articles concerning it.

According to the announcement of Arnold Porter, who is to have charge of athletics, the club will use the name "Red Crown" to designate its athletic teams. He expects to turn out a Red Crown basketball team which will be the equal of any in the country. At present the members are playing volley ball and all Company employees who are members of the club are urged to get into the game.

Social activities for October included a Five Hundred party on the 16th and a farmers' dance on the 31st.

At the recent election of officers, D. Paskwietz was chosen president; H. Glair, vice president; John Fischrupp, secretary. T. S. Cooke heads the entertainment committee.

CASPER GRASPS ITS OPPORTUNITY

(*Continued from page 13*)

ized Joint General Committee the discussion resulted in their obtaining a more comprehensive knowledge of the ideas and ideals which are the basis of the plan, and of the method of its operation. There was a general agreement among all those present that industrial growth has made imperative the providing of some method whereby the employees may express themselves, and the employees' representatives left the dinner convinced that this method has been found in the Industrial Relations Plan.

While there are some at Casper who are still doubtful as to the ultimate success of the plan, their doubts are being rapidly dispelled as details of its operation in other plants are received, and as the functionings of their own Joint General Committee become generally known throughout the plant.

* * *

If the elections are not held before Dec. 15, The Record will accept campaign statements from candidates.

AN ANTIDOTE FOR RADICALISM

By W. E. KELLY
Employees' Chairman of Joint General Committee
WOOD RIVER, ILLINOIS

The Great War not only has changed the destinies of princes and potentates, but it has entirely shaken the spirit of the world. This is felt in industrial circles, especially, nor is it strange, for there the workers are in the majority and in them any great movement is first mirrored. It seems almost as if the workers had gone to bed one night to all appearances content with things as they were, only to wake in the morning, their minds disturbed with discontent and doubt; and stranger still, they found capital also had changed, and was more ready than it had ever been "to talk things over."

We say the war has done this and no doubt we are right. The war brought great changes. The worker of yesterday is not the worker of today, and by the same token the employer of today is not what we thought him five years ago. The world has changed, and with it all of us. A realization of power, a vision of greater importance, and a dream of better things have come to the toilers in the shops, the plants, the laboratory and the office. We know that a greater consideration is being shown us than was formerly the case. Possessed with these thoughts, all are looking around for means which will materialize their vision. In some parts of Europe rightly constituted authority seems to have been overthrown, but instead of the expected industrial prosperity, a reign of chaos and disorder has been ushered in. To keep this from being the fate of our country must be the aim of every conscientious American.

Some tell us that a revolution is coming, is working all around us. Perhaps it is and unless we work together to stave it off we may, sooner or later, be engulfed therein. If this is true, why not have a peaceful change instead of a violent revolution? Why not let the worker have a voice in his own affairs? Why not apply the antidote while there is time, and thus bring around in peace, the changes that must come, especially since this can so easily be accomplished.

Capital and labor must work and pull together even of necessity, for radicalism would insure the great detriment of both. Ways and means must be devised to stabilize the unsettled conditions we see on every hand. The Standard Oil Company of Indiana has furnished an adequate and proper solution for the problem, if we will but take it, in the Industrial Relations Plan.

The Industrial Relations Plan furnishes not a mere anodyne, not merely a sugar coating for the pill of evils still unremedied, but a specific, a real antidote for the present trouble.

The Industrial Relations Plan goes to the root of the evil. It throws aside the barrier which separated the employer and employee in the past, it clears the way for mutual agreement and offers a plan for the settlement of all disputes. In examining the Industrial Relations Plan, let us carefully note two points. Let us see first if its purposes are sufficiently large to bring about the desired changes, and secondly, if its aims are broad enough. We must observe whether the "means" offered to carry these out, are sufficient.

Considering the first, we find the Industrial Relations Plan aims at bringing about four things, viz.:

1. "Providing effective communication and means of contact between the management and employees on matters pertaining to Industrial Relations."
2. 'Affording employees a voice in matters pertaining to their employment and to their working and living conditions."
3. "Maintaining the principles of co-operation and confidence between the management and employees by providing regular facilities for access by employees' representatives to the management, and for consultation by the management with representatives of the employees."
4. "Promoting the common interests of the management and employees on matters pertaining to works organization, industrial efficiency, and social well-being."

Clearly its aims cover the ground very carefully. Of special merit and worth is

Article 4. For if the common interests of each in regard "to works organization, industrial efficiency, and social well-being" are carefully guarded, then there is no danger of capital grinding down labor, no fear that labor will attempt to destroy all vestige of capital by means of radicalism.

By what means then are these proposals to be carried out? Principally by means of the organization of a Joint Genera Committee, in which the representatives of the management are not to outnumber those of the employees, which at its meetings will thresh out, and carefully go over and find solutions for the difficulties, which are now present, or may arise later. Of course, merely voting on a question will not settle all troubles, but that is no reason why we should discard the most efficient means in our power for maintaining an industrial peace.

Moreover, under this Plan, employees can not be indiscriminately discharged. Then, too, other features of it deal with Safety First, a really vital project of great worth to the employees. The Welfare and Housing features are also very commendable, since they attempt to make the private and social life of the employee more cheerful and more worth while; nor are the compensation and annuities features to be overlooked. Each of these departments and features will receive individual attention from the Joint General Committee.

On the whole, the Plan helps materially in the working out of a just solution of our nation's great problem.

NEW SALES HEADQUARTERS

Plans for the new $1,000,000 service station and general office building soon to be erected in Milwaukee by the Standard Oil Company of Indiana have been tentatively approved by the Milwaukee city authorities. The new building is to serve as the headquarters of the sales department in the Milwaukee field.

The erection of this great building is an earnest of the Company's confidence in the future of Milwaukee and a demonstration of its policy of doing everything within its power to make bigger, better and more attractive every city and town in which it transacts business.

The building is to stand on the northwest corner of Fourth and Sycamore streets and will be a distinct addition not only to Milwaukee's commercial facilities but to its architectural attractiveness as well. It will be ten stories high, and of brick and concrete construction. On the first floor will be a gasoline and oil filling station, which will be served by a driveway cut into the building.

OUR WHITING NEWS STAFF

The committee on education and publications at Whiting has organized a complete news staff and art department. The speed with which the organization got to work and the efficiency with which it functioned amazed the editor. A glance at our columns will show what this organization accomplished in a very few days. Members of the committee who worked out the organization are: C. W. Smith, A. D. Buchanan, John Krevich and Edward J. Evans.

The reportorial staff appointed by the committee is composed of: L. E. Anderson, H. R. Newbert, P. A. Kozacik, A. C. Wade, Mrs. Twitt, Herman Theisen, T. A. Eaton, Mary Naef, Mildred Boland, C. E. Maunder, Ray Walker, Robert Heinze, Melville Brenner, Ed. Bartels, Orren Mackey, George Henthorne, Frank Leatherman, Max Truesdell, Frank L. Williams, Glenn Henry, Thomas O'Hara, Robert Curtis, W. O. Walker, Ed. Wonnacott.

The official photographers named by the committee are: H. G. Muffitt, Floyd Mong, P. J. Sweeney, Lyle Dunning.

The official cartoonists are G. D. Harris and Robert Pinkerton.

The editor wishes to state that the appointment of special photographers should not deter any employee from sending in snapshots and other pictures which he may think of interest. The official photogs will probably be kept busy, but The Record desires to obtain all the pictures possible. Send your snapshots to Editor Stanolind Record, Room 213, Standard Oil Company Building, Chicago, Ill.

* * *

Get the habit of doing things right. This will mean: Greater production, less waste, increased earnings. Work for good times all the time.—*U. S. Department of Labor.*

WORK

(*From the Wisconsin State Journal.*)

In the Chicago railroad yards some I. W. W. wrote upon the side of a box car the inscription:

No beer, no work!

When the car reached Milwaukee a brakeman wrote under the first inscription the following:

No work, no pay!

En route to Madison another workman added this:

No pay, no eat!

In the Madison yards a maintenance man wrote the final chapter:

No eat, no live!

Politicians may screech, preachers may preach, economists may write, sociologists may slum, and their combined output will add nothing to the dicta:

No beer, no work!

No work, no pay!

No pay, no eat!

No eat, no live!

Than work there is no other panacea. Work is man's natural state. Every normal, healthy man works whether he has to or not. The world lives on production. Hence work must lend itself to production. The man who has an idea of the time when man shall live without work is on a par with the man who proposes to give everybody something without taking anything from anybody.

A photograph of the side of that old box car with its philosophic inscriptions would become a national treasure if hung conspicuously within the commons of every American city.

FORGET IT!

If you see a tall fellow ahead of the crowd,

A leader of men, marching fearless and proud,

And you know of a tale whose telling aloud

Would cause that proud head to in anguish be bowed,

It's a pretty good plan to forget it.

If you know of a skeleton hidden away

In a closet, far from the light of the day,

Whose simple revealing, whose mere display,

Would cause someone anguish, and lifelong dismay,

It's a pretty good plan to forget it.

—*Exchange.*

NEWMAN-MONROE CO., CHICAGO

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(INDIANA)

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JOHN S. DICKEY
Div. 2—CHAS. CHOATE
JAMES BURNS
EDWARD MURPHY
Div. 3—W. F. MULVIHILL
Div. 4—D. A. GREY
ROY CRAMER
Div. 5—FRANK EVANS
Div. 6—CLAUD BURSON
Div. 7—B. F. WALLACE *Chairman*
Div. 8—A. E. HICKS, *Secretary*

Management's Representatives

S. S. SCHOOLEY
H. O. EYSSELL
R. C. WETMORE, *Vice-Chairman*
J. W. KELLY, *Chairman*
FRANK WOODWARD, *Vice-Secretary*
W. L. HOLLIS
W. J. CARPENTER
J. M. KOLAR
CHARLES STREET
J. A. HININGER
L. W. PERRIGO
G. W. MCCREDIE

WOOD RIVER

Employees' Representatives

Div. 1—G. W. PILCHER
G. W. THOMPSON
Div. 2—JOHN M. DURHAM
J. W. SLOAT
Div. 3—FRED EMMEL
Div. 4—CHARLES CASON
Div. 5—WM. E. KELLY *Chairman*
Div. 6—WM. J. JOHANNSEN

Management's Representatives

F. J. GAINER
A. WUESTENFELD
W. MEISNER
M. F. MANNING
W. A. TIPTON, *Chairman*
W. I. JOLLY
A. L. JACKSON, *Secretary*
S. A. BEACH

CASPER

Employees' Representatives

Div. 1—F. S. PRICE, *Vice-Chairman*
GEORGE WALDRON
Div. 2—ART SIMPSON, *Chairman*
Div. 3—ART PEEK
Div. 4—P. M. EVERS

Management's Representatives

W. C. EADS
J. A. DEGAN, *Vice-Chairman*
E. HIRSCHFELD, *Chairman*
A. V. FORBES, *Secretary*
W. A. MORRIS, *Vice-Secretary*

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SPECIALIZATION

A Word of Advice to Those Who Would Succeed in Business

By HENRY S. MORTON, *Vice President*
STANDARD OIL COMPANY
(Indiana)

The demands of modern business are so great and so exacting that no man can hope to completely master the intricate detail of all phases of any industry. To carry on a business as highly specialized as that in which the Standard Oil Company (Indiana) is engaged, it is necessary that the work be departmentalized and organized to the last detail and men of wide experience put in charge of each division. The ever growing need of these specially trained men offers unusual opportunity for preferment to those who will devote their time, energy and natural intelligence to obtaining complete mastery of some division of the work. Absolute mastery is of course impossible, but the man who will do his best can in time approximate such a condition, and to him will come the reward of intense, faithful endeavor.

WHAT IS EXPERIENCE?

Whatever may be the educational equipment of the young man who takes service with a great industry; whatever may be his natural aptitude and his natural intelligence and energy, before he can hope to succeed he must gather experience. By experience I do not mean the mere living through a series of events, but rather that the man shall know and understand the conditions leading up to these events, and also that he shall know and understand just what actions resulted in satisfactory solutions of the problems involved. To get this experience takes time and much thoughtful effort, but to those who will give of their best the rewards are certain.

But the man who is giving his time, intelligence and best effort to the business is not the only giver, for the company which employs him is giving also. It is giving him a thorough, costly training; investing in him a sum of money much greater than the compensation he draws, and intrusting to his keeping valuable information which has taken years of time to accumulate.

A MUTUAL INVESTMENT

To get the most out of this training is the problem which confronts the man and his employer as well. Because of the investment which both employer and employee are making and because of the mutual faith and hope which animates them, it would seem little less than sheer carelessness if either failed to give thought to the question: Where will this man most surely succeed?

Is it not, therefore, an act of first importance for every one to carefully set down what he believes to be his points of greatest strength, and against them set down with equal frankness those points which mark his weaknesses? With this data before him a man can begin a self analysis which, if carried through honestly, will point directly to that division of the business where his special talents and his natural bent will get freest play, and where ultimate success is most certain.

WORK PLUS STUDY: SUCCESS

Once he determines definitely where his greatest chance to win lies, he has only to begin at the bottom and work. study and work. He need have no thought of other things. If perchance he has decided that

he will do better work in the sales division, he need have no concern about where the goods he is to sell will come from. Other men who have chosen to cast their lot with the manufacturing division are attending to that. All he need do is to find a steady outlet for the product they are turning out. He must specialize.

If within his own division he finds that he takes a greater interest in one department than he does in another; if he finds that his imagination grasps the possibilities of one set of products more readily than it does the others, it is to his and the company's advantage that he demand and be given the opportunity to devote a major part of his effort to this set of products.

He must specialize more intensively. It is only by this intensive specialization, on the part of men who have found themselves, that the company is going to continue to expand and prosper as it has in the past. Such specialization does not mean that a man is to be circumscribed, forced into a rut, or kept from rising as high in the organization as his abilities will carry him, but rather that because he is devoting his efforts to intensively cultivating a field which has aroused his keenest interest he has found an opportunity to become an authority in his subject, and, because skilled specialists are sorely needed, his chances for advancement will be tremendously increased.

TOO BIG FOR ONE MAN

Since the Standard Oil Company was organized the business of supplying the world with the multitude of things it wants and must have, has grown from a relatively small group of comparatively simple enterprises, until today there is an all but endless list of highly specialized undertakings, each busily engaged in manufacturing, or distributing, or both, one or more of the products which people everywhere are eager to buy.

Where, even as late as the nineties, most businesses were directed in detail by one or two men, today no large organization can hope to succeed under a one man rule. Why? Because the huge industrial structures which have come into being during the period named are so involved and complex that no man, however great his attainments, however keen his intelligence, and however great his strength and ambition, can hope to find time and opportunity to gather unto himself the knowledge and experience necessary to carry the load of management alone.

To meet this modern condition without too much danger of disaster, through the failure of an individual to measure up to his responsibility, comprehensive organizations have been formed which have subdivided the enterprise into many divisions, sub-divisions and departments, and each of these have been so thoroughly organized that complete co-ordination is made possible. Each division, sub-division and department is in charge of a man who by long experience and highly specialized training has become efficient in that particular line, and on his shoulders rests the responsibility for the success of that particular unit.

SPECIALIZATION THE WATCHWORD

These men all have specialized! It is because I know how hard it is to find the right man for the place; because I see daily the immediate or prospective need for men, who have given their time, energy and intelligence to accumulating the knowledge and experience necessary to enable them to solve the problems arising daily in some special department; because I foresee in the future an even more minute sub-division of labor, I say to every man, the golden opportunities of the future are for those who have become specialists in their business.

I believe that the watchword of the future in industry is Specialization.

* * *

We asked the foreigners to "drop the hyphen," and they did, as their names on the casualty lists proved. But every time we call them "Hunkie," "Dago" or "Kike," or any such names, we are putting a hyphen as big as a crowbar between them and America.—Exchange.

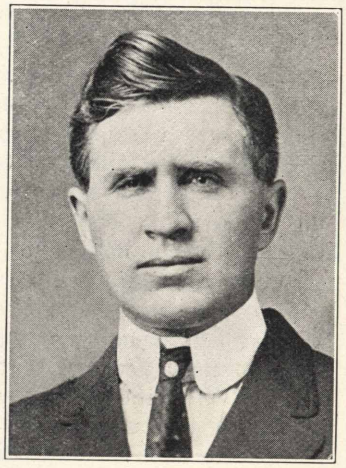
* * *

There is plenty of room at the top but most fellows want to get there on their high gear.—Exchange.

TELL THEM YOUR TROUBLES

J. W. Curry

J. W. Curry, director of industrial relations, with headquarters at 910 South Michigan avenue, Chicago. Born May 17, 1884 at Whiteland, Ind. Is married and lives at Oak Park, Ill. With Company for three years. Educated at Rose Polytechnic Institute, Indiana State Normal School and University of Chicago. Principal and superintendent in Indiana public schools for eleven years.



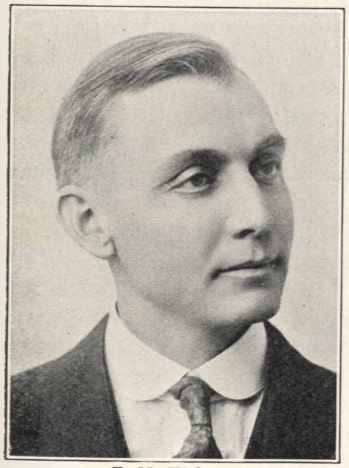
Arthur S. Hurt

Arthur S. Hurt, assistant director of industrial relations, Sugar Creek. Born June 24, 1880 on farm near Lonedell, Mo. Lives at Sugar Creek. Spent four years punching cattle in Montana, later attending the University of Missouri, of which he is a graduate. Was school superintendent prior to his affiliation with this Company.

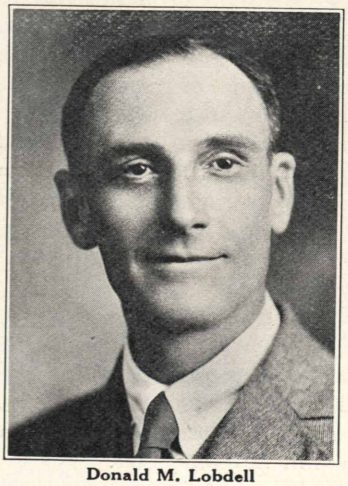
Donald M. Lobdell, assistant director of industrial relations, Casper. Born October 11, 1881 at Troy, N. Y. Entered service of Company March 28, 1916. Served on pipe gang and worked as fireman, helper and stillman on shell and tube stills before assuming present duties. Is secretary-treasurer of Shiftmen's Benefit Association.

E. H. Fisher, assistant director of industrial relations, Whiting. Born near Zanesville, Ohio, October 6, 1885. In 1897 moved with parents to farm near Plymouth, Ind. From 1909 to 1918 was teacher in private commercial schools and public high schools. With Company since May 1, 1918, serving in employment bureau before being transferred to present duties.

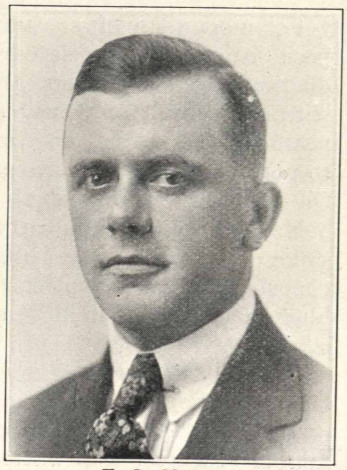
F. G. Clifford, assistant director of industrial relations, Wood River. Born January 9, 1885 in Alton, Ill. Is married and lives in Alton. Entered service of Company on February 4, 1907. Now head of employment department in addition to duties as industrial relations' director.



E. H. Fisher



Donald M. Lobdell



F. G. Clifford

'UNCLE GEORGE' QUITS

Mr. George W. Stahl Retires After Nearly Thirty Years' Service With Standard Oil

"Uncle George has quit." This simple sentence passed quietly, softly, regretfully from mouth to mouth, from department to department, from floor to floor, until in an incredibly short time every employee in the general office had heard and repeated the unbelievable news—"Uncle George has quit."

The date was November 17, 1919. There had been a regular meeting of the Board of Directors, and at that meeting Mr. George W. Stahl, secretary and treasurer of the Company and dean of the directorate, had tendered his resignation to become effective at once, and had retired.

To the rank and file of employees the news of his resignation came as a distinct surprise. It seemed unbelievable that he should retire from active service, for to most of the employees he was as distinctly a part of the Standard Oil Company (Indiana) as the refinery at Whiting or the corporate name itself.

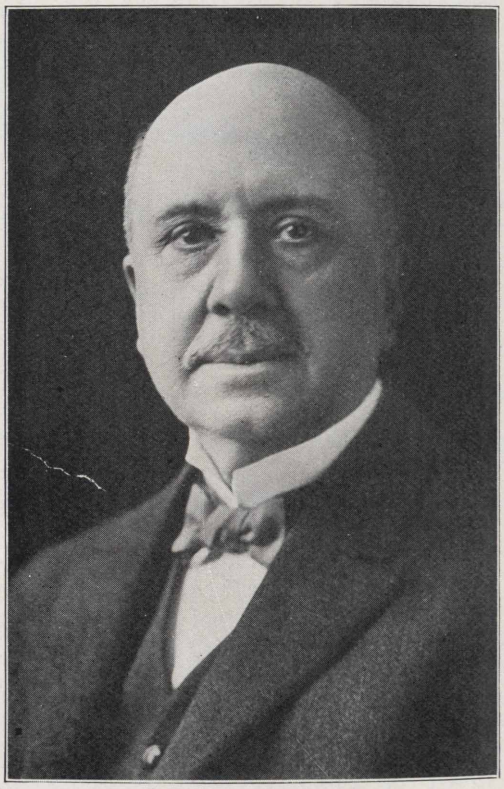
Mr. Stahl holds the affectionate esteem not only of those who were closely associated with him in the deirection of the Company's affairs, but of those who make up the rank and file of employees as well. This deep personal regard for the man explains why no one told his neighbor that "Mr. Stahl has resigned"; everyone simply said "Uncle George has quit."

FIFTY FRUITFUL YEARS

For more than fifty years Mr. Stahl has been intimately associated with the production, transportation and refining of petroleum; and for nearly thirty of those years he has devoted his time and abilities to promoting the interests of the Standard Oil Company (Indiana).

He has seen the industry grow from a small, inconsequential enterprise, where chaos reigned, to a primary necessity of huge proportions and all but perfect organization.

He was devoting himself to the oil business when kerosene, and perhaps one or two other products, were all that were salable—the rest was waste—and he continued in the business until he was one of the directing heads of an institution which manufacturers upwards of 2,000 useful, salable products, all made from petroleum.



Mr. George W. Stahl

Mr. Stahl has had the privilege of seeing the epic of modern business develop, and the product which held, and still holds his major interest, had much to do with that development.

As a business man Mr. Stahl has been successful, and now, having done a man's work in the world, he has retired to enjoy the fruits of his labor.

But whatever his success in business may have been, it is completely overshadowed by his success in winning the hearts of men. The Record believes that it expresses the sentiments of all who are privileged to know Mr. Stahl, when it says: "We hope the vacation on which you have started may be a long and happy one, and that you will come and see us often. S'long, Uncle George, take keer of yourself."

E. G. SEUBERT PROMOTED

Becomes Secretary-Treasurer and Director to Succeed George W. Stahl

Mr. Edward G. Seubert

Mr. Edward G. Seubert has been promoted from assistant secretary and treasurer to secretary-treasurer and member of the Board of Directors of the Standard Oil Company (Indiana). His advancement comes as a well-merited reward for twenty-eight years of faithful, intelligent endeavor in the service of the Company.

The promotion of Mr. Seubert to this position of power, trust, and grave responsibility is a source of satisfaction to his friends and to the great body of employees as well. It is another example of the Company's policy, to select for preferment those men who by reason of their energy, industry, and ability have demonstrated their right to better positions.

The story of his rise from a machinists' apprentice to a director has none of the elements of romance. It is a plain, simple story of effort intelligently applied; of determination to succeed, hard work and close, intelligent attention to business.

Edward G. Seubert was born at Syracuse, N. Y., June 20, 1876. Here he spent his boyhood and received his education in the public schools.

In July, 1891, he moved with his parents to the recently established town of Whiting, Ind., where his father had taken service with the Standard Oil Company.

Believing that he had all the schooling he needed, and being anxious to step out and start his business life, the boy applied to Master Mechanic W. M. Curtis, of the Whiting refinery, for a job and was duly enrolled as a machinist's helper.

Young Seubert plunged into his new work with enthusiasm, and soon attracted the favorable notice of those men who were his immediate superiors. Within a year he was given a chance to transfer from the works to the main office. He jumped at the opportunity and went to work as a very junior clerk. In the six years which followed, he advanced through the several grades until he was made cashier at Whiting.

In 1898 he was sent to the general office in Chicago to become cost accountant and performed his duties so well that a year later, J. C. McDonald, the auditor, put him in charge of the yield and cost department, which position he held until 1902, when he was made general bookkeeper of the manufacturing department.

In 1903 he was sent to Neodesha to become office manager during the building of the refinery at that point. He returned to Chicago in 1904 to become chief clerk of the manufacturing department, which position he retained until 1911, when he succeeded Mr. McDonald as auditor of the manufacturing department.

In March, 1919, he was appointed assistant secretary and treasurer to succeed the late C. D. Gano.

That in outline is Mr. Seubert's story, the details of which would take much space to tell. Let it suffice to say that early in his service he recognized that the Standard Oil Company offered a big field for his energy, and that his part was simply to labor and wait, striving always to broaden his usefulness and to take added responsibility as fast as it was given him.

BULL'S-EYE BY COL. STEWART

Article in First Issue of Stanolind Record Attracts Wide and Favorable Comment

Col. R. W. Stewart's article in the October number of The Record, captioned "Getting Acquainted Again," has been the subject of a great deal of favorable comment in letters received by Col. Stewart and by the editor of The Record. Some of the letters came from Company employees, while others were from outsiders. The following communication from an employee at Dubuque, which, since it was unsigned, could have been written with no intention of currying favor, expresses in specific terms the appreciation felt by employees who read Col. Stewart's statement:

"'Getting Acquainted Again' is an ideal conception. If it were the vogue there would be less strife, less aloofness, absence of suspicion of motive, and other things that keep us apart. Were capital and labor in all branches of industry better acquainted, the present stress in industrial conditions would be obviated. And this is the happy trend of your proposition. The Standard Oil Company, always a leader in making a perfect system of business methods, now purposes a harmonious union of its management and men. The proposition is typical of Standard Oil methods, and is most feasible, practical and wise. It will effect a union of vital interests for the good of the cause. It will be like summer rain to the parched earth, the prelude to a bountiful harvest. The industrial relations system will compass great results, that will demonstrate and justify the wisdom of its inception. It will be like the result of a rainfall, drop by drop, then the inundation. The effect may be slow at first, but inevitably of rare mutual benefit. It is an altruistic forward step that will afford this world a golden example of how all the interests of a company can be united, when the meet-half-way spirit is so plainly in evidence. This spirit will awaken interest, stimulate confidence, promote good will, teach forbearance, and create a tie that will bind our Standard family in the gladsome bonds of mutual sympathy and helpfulness.

"Your epoch making article in The Stanolind Record demonstrates most clearly what I have always known, and contended, that in all there is of good in the industrial world, the Standard Oil Company affords the very best; not only in the excellence of its products and the efficiency of its management, but also in its humanitarian consideration and treatment of its worthy surbordinates.

"I am proud that I have the honor to be at least a minor cog in the wheels of its Dubuque machinery.—Employee."

CONFERENCE IS HELD

Employees' Representatives from Four Plants Meet Management's Men at Hotel LaSalle

By the time this issue of The Record reaches its readers the first annual conference between members of the Joint General Committees of Whiting, Wood River, Sugar Creek and Casper, the chairman of the Board of Directors, the president of the Company, and others, will have been held at the Hotel LaSalle, Chicago. As The Record goes to the printer on the first of the month and the conference was held on December 4, it was too late to incorporate news of the conference in this issue. It will appear either in the January number or in a special supplement.

The conference, provided for under the rules of the Industrial Relations Plan, was held in the East room of the hotel. At 11 o'clock in the morning organization was effected. The delegates then adjourned for luncheon to reassemble at 1:15 in the afternoon for the business meeting. In the evening a banquet was held.

Speakers announced for the banquet were: Employees' Representative F. S. Price, Casper; Employees' Representative W. E. Kelly, Wood River; Employees' Representative H. R. Ruhlman, Sugar Creek; Employees' Representative D. J. Gallagher, Whiting; Col. R. W. Stewart, Chairman of Board of Directors; Dr. W. M. Burton, President of the Company.

R. M. Andrus, familiarly known to employees at Whiting as "Bo," acted as toastmaster.

Delegates reached Chicago in the morning of December 4, and registered at the LaSalle. Hotel bills were to be paid by the Company unless the delegate should elect to remain a longer time in Chicago than required for the conference.

STANDARD OIL FLAG ON GREAT LAKES

Whiting Ships More Gasoline by Boat Than Entire Customs District of New York—Company's Steamers Brave Cold Lake Winds to Supply Northwest

By R. C. CURTIS
(Stanolind Record Staff, Whiting, Ind.)

Total exports of gasoline from customs district of New York for year ending June 30, 1918, as shown by U. S. Department of Commerce bulletin—87,150,193 gallons.

Total shipments of gasoline, by boat, from Standard Oil Company (Indiana) plant at Whiting, Ind., for first ten and one-half months of 1919—126,230,790 gallons.

Total exports of gasoline from entire United States for year ending June 30, 1918, as shown by U. S. Department of Commerce bulletin—260,880,122 gallons.

In the first ten and one-half months of 1919 the Standard Oil Company (Indiana) shipped more gasoline by boat from one plant than was exported in twelve months of 1917-1918 from the customs district of New York, and half as much as was exported from the entire United States during the same twelve-month period.

When one considers the foregoing table of comparative figures he is astonished at the magnitude of the shipping business carried on by the Standard Oil Company (Indiana) through its lake fleet of two steamers and one barge, augmented during 1918 by the lake fleet of the Imperial Oil Company of Canada, which sent four tank steamers to Whiting to take cargoes for Sarnia, Ontario.

When one has recovered from his astonishment he begins to contemplate the future, and, when he recalls the projects now in the making for providing deep waterways from Lake Michigan to the Gulf and from Lake Michigan to the Atlantic, he is astounded to imagine what may be the total of gallons of gasoline shipped by boat from Whiting in 1930.

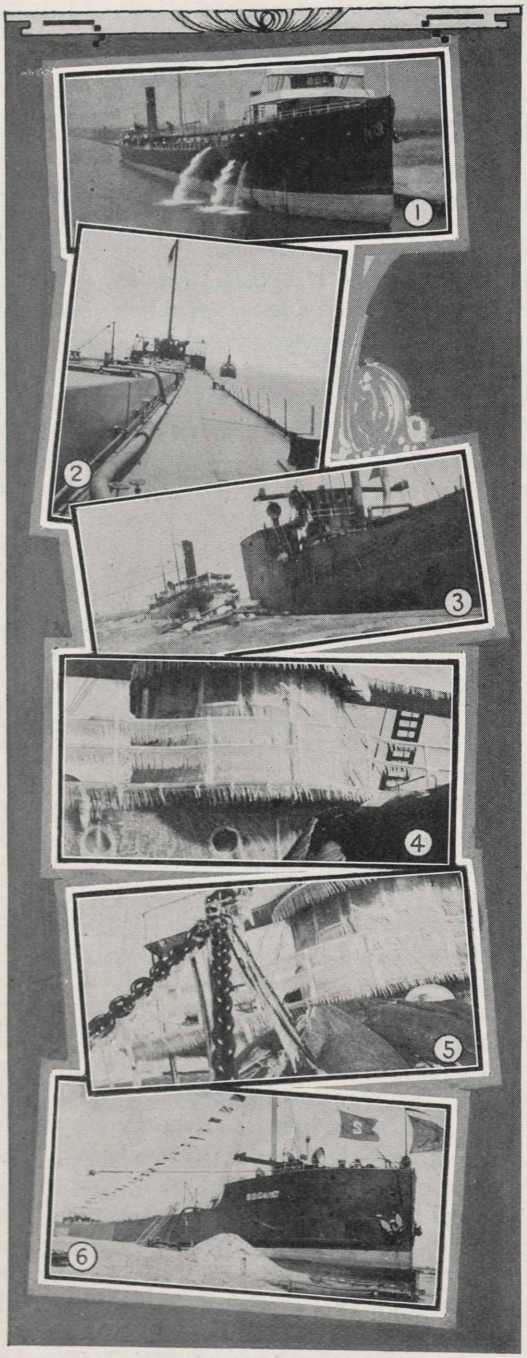
The Standard Oil Company (Indiana) fleet is at present comprised of two steamers, the Renown and the William P. Cowan, and Barge C. Even as this is written these sturdy vessels are plowing their way through the chill waters of Lakes Michigan, Superior and Ontario in a final endeavor to deliver to the north and northwest their winter supply of gasoline and kerosene.

SUPPLY GREAT NORTHWEST

From the great northwest, the granary of America, comes an insistent demand for illuminating oils and for gasoline and kerosene with which to run tractors automobiles and gas engines. From Michigan comes a similar demand, so that now the Standard Oil lake boats are carrying each week more than 4,000,000 gallons of gasoline and 2,700,000 gallons of kerosene. Loading at Whiting, these boats make trips to Superior, Wis., and to Detroit, as long as the Straits of Mackinac are open and the channel of St. Mary's river is free of ice.

It takes brave and hardy men to carry on this work. The winds of the Great Lakes are cold, and it is a cold that penetrates. It is 1700 miles to Superior and return, and the log shows that the distance to Detroit and back is 1275 miles. In cold weather every foot of these trips means a battle, for the decks of the steamers are low when loaded and soon become covered with ice as the freezing waves break over them. Phantom ships, they seem, as they come out of the lake on a freezing day with pilot house, forecastle deck, rigging and bridge encrusted with glittering ice.

This season opened on March 25 when the Renown left port. It will not be completed until the Straits of Mackinac are ice bound and the needs of Muskegon and Green Bay have been supplied. Before tying up for the winter the W. P. Cowan will probably have made thirty-eight trips. Twenty-six of these will have been to Superior and the remainder to Detroit, totaling in all over fifty-eight thousand miles. The Renown will probably have made thirty-nine trips. Barge C will have made ninteen. On the last voyages of the



No. 1, Renown discharging ballast.
No. 2, Barge C.
No. 3, Renown and Barge C at Whiting.
No. 4, ice-encrusted pilot house of Renown.
No. 5, Renown after winter trip.
No. 6, Barge C.

year the barge is left in port, for towing it at the end of eighteen hundred feet of even 2-inch steel cable becomes extremely hazardous.

RENOWN TO THE RESCUE

The history of the Great Lakes is replete with stories of disaster to boats in storms of fall, winter and early spring. The Standard Oil Company's fleet, while having had no great disaster itself, has done its part in saving the lives of sailors in distress. One instance, gleaned from the log of Barge C, shows that on September 14, 1915, at 10 A.M., while yet thirty miles from Superior, the Renown, then in command of Captain Brown and towing the barge, sighted the Onoka, a package freighter, rapidly sinking. Eighteen of the crew were taken off by the Renown and barge before the Onoka took its fatal plunge. This is only one of many narratives which Captains Brown, Lange and Leith can relate when they are so inclined.

The Cowan is 435 feet long, 55 feet beam and 28 feet deep. Maximum capacity on a 19′-11″ draft is 2,325,000 gallons of gasoline. Captain C. D. Brown is in command and T. W. Laing is engineer. The Cowan left the Lorain, Ohio, yards of the American Shipbuilding Company on June 20, 1918, and sailed from Whiting June 26 of that year with its first cargo. It carried a crew of twenty-eight men.

The Renown is 400 feet long, 52 feet beam and 27 feet deep. Maximum capacity on a 18′ 6″ draft is 1,850,000 gallons of gasoline. Captain Julius Lange is in charge and W. G. Thorne is the engineer. The crew consists of twenty-six men. This boat was also built at the Lorain yards of the American Shipbuilding Company.

Barge C is 378′ 0″ over all, 44 feet beam and 27′ 6″ deep. Maximum capacity on a 18′ 11″ draft is 1,860,000 gallons of gasoline. Captain Leith is in command and T. E. Reynolds is engineer. It carries a crew of eleven men. This boat was formerly the Antrim, an ore barge.

During the 1918 season, the Imperial Oil Company of Canada sent the tank steamers Royalite, Sarnolite, Iocolite and Talaralite to Whiting for cargo. All cleared for Sarnia, Ontario.

OUR SAILORMAN'S GRUB

The crews of the Standard Oil Company boats are well housed, well fed and contented. Meals on Great Lakes boats have become famous and this fleet sets a table which is the equal of any of them. Around mess time, when steaming through the channels at Mackinac and at the Soo, or when passing through St. Clair River, St. Clair Lake and Detroit River, great numbers of seagulls may be seen in the wake of these boats. This, so the sailors on the Inland Seas tell us, is a sure sign that the crews on these particular boats eat well. The Cowan boasts a regular cook and a pastry cook, both of whom have graduated ashore, and the table they set compares with those of the best hotels. On warm summer days and moonlight nights, "this is the life"; but it is only for two short months of the year, this favorable weather. Then comes the real work.

During 1918 the enormous total of 106,328,347 gallons of gasoline and 36,421,480 gallons of kerosene was shipped by boat from Whiting for lake ports—equivalent to 17,844 tank cars of 8,000 gallons capacity, or to 446 trains of 40 cars each. Thus far this year, up till November 19, the still greater total of 126,230,790 gallons of gasoline and 47,141,954 gallons of kerosene has been shipped from the Whiting refinery by boat. It would take 21,672 standard tank cars to handle this, or 542 trains of 40 cars each. This is only one of the many ways the Standard Oil Company has of reducing the cost of refined oil to the consumer, for the rate of shipping by boat per barrel-mile is much cheaper than shipping by rail.

No. 7, Renown leaving the Soo.
No. 8, Capt. Brown of Cowan.
No. 9, crew of Renown.
No. 10, crew of Barge C.
No. 11, Renown and Barge C on Lake Superior during heavy weather.
No. 12, forecastle deck of Renown in stormy winter weather.

WELL, WELL!

Editor Record: On page 15 of the November issue you print an item I sent in. It was about the twins the stork brought to James H. Judson. These twins were guinea pigs and not human. I intended the reader should think they were human until the last line, when I stated they were guinea pigs, but someone in publishing left the last line off, making the whole thing wrong.—D. M. Brenner, Whiting.

SEE THE WHEELS GO AROUND

Scores of Improvements, One Costing Many Thousands, Are Made in Plants As Management Acts on Recommendations of Joint General Committees

A veritable flood of petitions asking major and minor improvements in working conditions have poured in on the Joint General Committees at Whiting, Wood River and Sugar Creek since October 13.

This influx of petitions regarding working conditions followed final action, in a majority of cases, on earlier petitions on wages and hours.

The later petitions had a wide range. Some asked for changes which could be made at little or no cost, while others specified improvements which would cost large sums of money. In nearly every instance where the committee reported in favor of the petition, action by the management was prompt and favorable.

BOILERMAKERS GET QUICK RELIEF

Of all of the improvements made on recommendations of the committees that of installing doors and a heating plant in the boiler shop at Whiting was the most important from a monetary standpoint. Heretofore, to permit passage of the giant cranes, this building has had great gaps at either end, through which the wintry winds came sweeping to bring extreme discomfort to the workers. The building was heated by smoky "salamanders."

The boilermakers asked for relief. The Joint General Committee decided their petition was justified and referred the matter to the management. Action was prompt. At a cost of approximately $7,598.63, great doors, operated by motors, were placed in the ends of the building. The motors open and close the doors as is necessary to permit passage of the cranes. In the meantime the heating plant was connected with the steam system.

MOST WAGE MATTERS SETTLED

Except at Casper, the last plant to be organized under the Industrial Relations Plan, few of the more recent petitions have had to do with wages and hours. Since October 13, thirteen wage petitions have been before the committee at Whiting, forty-three at Sugar Creek, seven at Wood River and eleven at Casper. In the cases of the first three mentioned plants a majority of these petitions had been presented prior to October 13, but action had been delayed.

Following is an epitome of matters which have come before the Joint General Committees at the four plants since October 13. Petitions relating to wages and hours have been omitted as these are purely local matters and the men affected are already familiar with the disposition made. To save space, the letters J. G. C. are used hereafter to designate the Joint General Committee.

WHITING

J. G. C. accepts report of sub-committee, with cost estimate, that dust and shaving collector should be installed in pattern shop.

Committee on working conditions reports to J. G. C. that end doors have been placed in boiler shop and management has installed a heating plant. Committee on safety recommends layers-out be changed to southwest corner of boiler shop. J. G. C. accepts report.

Sub-committee recommends new plant band be called the "Whiting Refinery Band of the Standard Oil Company (Ind.)." J. G. C. and management accept report.

Sub-committee reports management has appropriated necessary amount to install 42-inch ventilating fan in compressor power house.

Special sub-committee recommends that no specific remuneration be paid to soldiers, sailors or marines who lost time while in the service, but that any individual who believes he is entitled to consideration should present his case to the J. G. C. Report accepted by J. G. C.

Committee on safety recommends changes in construction of walks to continuous stills Nos. 28 to 40. Also recommends walks be constructed to reach tar plugs on First and Second battery, continuous stills.

Request for better ventilation in brass foundry referred to committee on sanitation and health.

Request from locomotive engineers, firemen and roundhouse helpers for washroom and lockers referred to committee on sanitation and health.

Request from engineers, firemen and switchmen that only switchmen be permitted to give signals for movement of trains—with the exception of a stop signal—referred to committee on safety.

Request from pumpers at No. 2 pump house that they be furnished rubber clothing when pumping out tanks in wet weather, referred to committee on health.

Request from pumpers at No. 3 house that they be given helper referred to committee on working conditions.

J. G. C. recommends that management request the Whiting Banker's Association to open banks at 8 A.M. on works' pay days.

Management approves report of J. G. C. that small office be built for accommodation of filling rack employees but recommends that construction of washroom, shower baths and lockers be included in plan to equip entire plant with such facilities. Management approves recommendation of committee that head of department be allowed to keep slicker suits on hand and to distribute same at his discretion.

On request of sub-committee on athletics, department heads allow men to choose delegates to convention on Nov. 12, when matter of forming an athletic association was taken up. (No report of this meeting was received by The Record from the Whiting news staff, so The Record is unable to announce plans for athletics and entertainment at the Whiting plant.)

Management approves recommendation of J. G. C. that teamsters and truck drivers be furnished rain clothes and boots.

J. G. C. accepts report of sub-committee that wig-wag signal, with red light at night, be provided for crossing located between the FFF settling plant and the filtering oils department.

J. G. C. adopts resolution that seniority shall be recognized where ability and merit are equal.

J. G. C. accepts report of sub-committee that dust and shaving collector be installed in carpenter shop.

With a view to eliminating evils caused by splashing of acid at the agitators, J. G. C. adopts report of sub-committees that larger platforms be constructed under agitators and that four slickers and four pairs of rubber boots be placed in hands of foreman for use when men are requested to draw sludge. As an additional safety measure, it is recommended that more artificial light be provided.

Committee on safety reports Mr. Swartz will cooperate with committee in keeping switch crossing at paraffine gate clear so it will be safe for men to go to and from work on the 12 o'clock shift.

Management recommends that bathing and locker facilities for coal handlers be included in general program for such facilities throughout the plant. In regard to request for canopy extending over car to afford coal handlers protection from rain, management suggests that this be not granted, due to the fact that no protection would be afforded on account of the height required by railroad specifications.

J. G. C. accepts report of sub-committee recommending that petition from timekeepers in mechanical department for rubber clothes and boots be not granted. Sub-committee reports timkeepers are not required to go out in bad weather often enough to warrant their being furnished with such outfits.

Request of auto owners for garage to care for their cars while on the plant denied by J. G. C. on recommendation of sub-committee.

Management approves recommendation of J. G. C. that old style link and pin couplers on coke cars be replaced with automatic couplers as a safety measure.

SUGAR CREEK

On request of management work on new building near acid works, to be used as locker room and toilet, as asked for in petition from tin shop workers, is held up pending a survey of the plant with a view of providing larger and centrally located buildings for these purposes.

Management approves request of J. G. C. that shower baths be provided for filling rack workers.

B. F. Wallace, H. R. Ruhlman, Dr. H. Eyssell and S. S. Schooley named as members of new sub-committee on publications, while Roy Cramer, John S. Dickey, W. J. Carpenter and F. W. Woodward are named members of sub-committee on athletics.

On commissary's request, J. G. C. has ice-cream freezer moved and made sanitary. Sub-committee reports hand power is still sufficient to operate freezer, denying request for mechanical power.

Management approved report of J. G. C. that machinists and helpers be given rubber boots, rubber gloves and goggles, when needed. Recommendation of J. G. C. that additional lockers and lavatory be provided for machinists and helpers, referred back to J. G. C. by management with request for plan which will provide lockers and lavatories for pipe machine men also.

On complaint of workers that floor of pumping stations at No. 12 and No. 16 towers was covered with hot tar and that air is very foul, sub-committee reports problem solved by not using pumps as much as formerly, thus giving more time to cool pumps and to ventilate rooms.

Complaint that two employees of pipe department did not deserve three-day lay off declared valid by J. G. C. and management announces the two men will receive pay for time specified.

J. G. C. reports to management that two small busses should be purchased to solve workers' transportation troubles. Report is now being considered by the management.

Sub-committee on working conditions, to which J. G. C. referred petition presented by A. E. Hicks that cockroaches be eliminated from desks in main office, reports to J. G. C. it does "not deem it necessary to consider cases of such a minor nature."

Management approves report of J. G. C. that rules for guidance of still cleaners be printed and posted where they can be readily seen, thus giving a satisfactory answer to statement of still cleaners that they needed and wished a better understanding regarding working conditions.

J. G. C. acts favorably on still cleaners' request that common laborers be not permitted to use still cleaners' tools. Matter now before management.

Sub-committee investigates request of boilermakers for washroom and lockers.

Petition from still cleaners that direct telephone line be installed to that department acted on favorably by J. G. C. Now before management.

On recommendation of J. G. C., repairs are made so carpenters and helpers now have clean water for washing.

J. G. C. recommends that the five dressing rooms on Crawford tract be equipped with light and heat at estimated cost of $747.07 and that clock house on same tract be equipped with light and heat. Both reports referred to management.

J. G. C. recommends new building for watchmen at front gate. Matter referred to management.

Sub-committee of J. G. C., acting on request of G. H. Moffett, now making survey of entire plant with view to erecting two or three modern, centrally located buildings to be used as lavatories, toilet rooms, etc.

Petition of crane men for sanitary place to wash and change clothes referred to sub-committee by J. G. C.

Petition of pressure still foremen asking for roof over firing line and a fireman's shanty in front of each battery referred to sub-committee by J. G. C.

WOOD RIVER

Management notifies J. G. C. that additional filling in will be done north of old Clay plant to make it suitable for parking autos.

Sub-committee, answering petition from power station employees, reports no suitable place is available there for installing toilet facilities, and power station employees will have to use laboratory toilets.

Sub-committee reports to J. G. C. that work has been started on land in rear of main office with view of making first-class baseball diamond by spring.

Sub-committee reports that details of organizing, uniforming and maintaining a plant band are being worked out. Management has been asked to state what assistance it can give.

J. G. C. accepts by unanimous vote report of sub-committee that old employees not be placed on day shift permanently.

Management approves report of J. G. C. recommending installation of a booth in carpenter shop so noise will not interfere with telephoning.

Sub-committee, composed of representatives Beach, Kelly, Jolley and Thompson, working on reclassification of departments forming divisions for basis of representation.

Management approves recommendation of J. G. C. that First Aid stations be kept open Sundays.

Action on petition of masons for locker and washroom facilities deferred, pending plans for model system of locker and washroom facilities for entire plant.

Management and J. G. C. act favorably on report of sub-committee that shelter be provided for top men, pressure stills, as a protection in bad weather.

Suggestion that larger building, telephone and suitable lights be provided for watchmen's quarters at east gate referred to management.

Sub-committee on health and sanitation reports unnecessary waste of toilet supplies and untidy condition of washrooms, etc. J. G. C. asks for written report with recommendations for remedying this evil.

J. W. Sloat selected to fill unexpired term of Frank Adlesich, employees' representative for Division 2, Mr. Adlesich having left the service of the company.

Employees' Representative Charles Cason was appointed a member of the committees on housing, publications and statistics, and wages. Representative J. W. Sloat was appointed member of committees on workman's compensation, employment and working conditions.

Suggested that yard engines be compelled to use more care in sounding signals at crossing and in general yard work. This matter will be attended to by the management at once.

Special committee, composed of Representatives Beach, Tipton, Emmel, Cason and Kelly, appointed to investigate poor car service for employees living in Alton with view of improving running time, heating and crowded condition of cars.

Petition of painters, tinners and welders for restoration of former working and car schedules referred by J. G. C. to sub-committee on employment and working conditions.

CASPER

Sub-committee begins investigation, with a view to providing remedy, of tube cleaners' petition asking for change in working conditions so they will be in no danger of being struck by falling objects.

Sub-committee investigates practicability of placing hut on tower stills to protect workers from cold and wet, as requested by petition. Also takes up matter of providing plank instead of steel walks on top of No. 1 battery.

Request of L. J. Tesher that he or some other person be permitted to organize a plant basketball team referred to sub-committee for consideration.

Request of an employee for loan of $1200 for building purposes referred to sub-committee on conciliation for investigation and report.

Sub-committee reports no action should be taken on petition asking new schedule in changing shifts so "that the thirty-two hour change commence Saturday at midnight and continue until 8 o'clock Monday morning." Report accepted by J. G. C.

WOOD RIVER GETS BUSY

Reportorial, Photographic and Cartoon Staff Organized to Supply Material for Record

Calling attention to the fact that the editor of The Record can not publish news of the Wood River plant unless the employees supply the items, the committee on publications at that plant has issued an appeal to the workers to turn in news items. At the same time the committee announces that it has appointed a complete staff of reporters and cartoonists, and a staff photographer, as follows:

STAFF PHOTOGRAPHER

J. B. Wainwright

CARTOONISTS

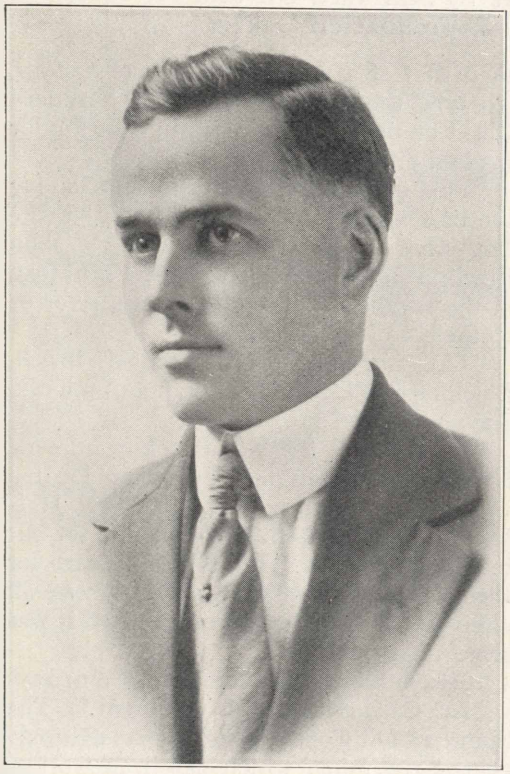
F. Shoemaker, F. Paris, P. J. Monks, T. Stahavik

REPORTERS

J. F. Halloran, main office; L. L. Tuley and Charles Baker, laboratory and storehouse; S. J. Halloran, J. Dooley, George Kane and T. Mitchell, pipe and machine shops; S. Mather, C. Bachelor and D. Coale, carpenters, painters and tinners; William Kelly and Harkey Ash, masons; R. Thompson and W. McDonals, paraffine department; J. Green, acid works; E. Hannold, H. Schnaufer and E. Rutledge, labor department; E. Hunt, George Gillham, R. Farrow, F. Parks, H. Stewart and F. Shoemaker, crude stills; C. Volz, T. Gildersleeve, F. Thompson, J. Mareing, L. Palmer and S. Williams, pressure stills; C. M. Shook, filling racks; W. Miller and W. Stoneham, steam stills and main pump house; P. J. Monks, boiler house and power station; F. Wedepohl, employment office and timekeepers.

OUR HERO

By HIMSELF



Charles V. Julian

So many inquiries have been received from the plants concerning the identity of the editor that we are beginning to view some of our subscribers with suspicion. Therefore, we wish to inform any of our interrogators who may have malicious designs upon our cherished person, that the editor carries a set of brass knucks in his coat pocket, a billy on his hip and a gat slung under his arm.

The memorable date in history when he was first displayed to an admiring world was June 9, 1889. The awe-struck universe then and there agreed that his would be no voice vainly calling in the wilderness, for such vocal phenomena had ne'er before been sounded by mortal kid.

Palatine, a village in Illinois located on the northwest front of the Chicago sector, was the birthplace of our hero. He showed his originality early in life by his disdain of George Ade's dictum that all bright men are born in Indiana, and the brighter they are the sooner they leave, by moving into, instead of away from, the Hoosier state. After attending high school at Indianapolis and Wabash college at Crawfordsville, Ind., he accepted the offer of a responsible position, at a salary of $8 a week, with the Eli Lily Pharmaceutical Mfg. Co., of Indianapolis. Fearing he would soon become a malefactor of great wealth if he continued in this position, however, he abandoned it for newspaper work in Chicago.

He served terms with the City News Bureau of Chicago and with the old Chicago Record-Herald, and in a brief interim found time for a disastrous conflict with the law at the Northwestern university law college. Later he started to go west but found the Mississippi too wide, so tarried on its banks while he acted alternately as reporter, assistant city editor, sports editor, society editor, telegraph editor and copy reader, besides writing an occasional editorial, reading proof and answering the telephone, for a daily paper at Moline, Ill.

Subsequently he returned to Chicago to join the staff of The Chicago Tribune, thereby establishing forever the validity of that paper's claim to being the world's greatest. From December, 1918, till June, 1919, he was in New York as special troop correspondent for The Tribune, and New York correspondent for that paper's Paris or Army edition. During that time he claims to have met more doughboys than any other civilian. Returning to Chicago he was sentenced to the picture editorship of The Tribune, graduating from that to the editorship of The Stanolind Record, the world's greatest plant organ.

He is five feet and four inches high, weighs 118 pounds with all his clothes on, always rolls his own, and is responsible for all the interesting things which appear in The Stanolind Record, the uninteresting items all being inserted by the publishers, Norris H. Reed and J. W. Curry.

He is married but broad minded and is the parent of the brightest and most obstreperous two-year-old male child in existence — bar none. His business address is Room 213, Standard Oil Company building, 910 South Michigan avenue, Chicago, Ill. His name is C. V. Julian.

ENTER STANDARD OIL, AND—IT'S DIFFERENT

"Mansions" Is Description Applied by Union Official to Homes of Miners at Carlinville, Built by Standard Oil and Sold Below Cost of Reproduction

"In Carlinville it is different. The Standard Oil Company two years ago purchased the mine."

With these two sentences Oscar Hewitt, special writer for The Chicago Tribune, in a recent issue of that newspaper explained why the coal mines at Carlinville are models of their kind and why the miners there are as well housed or better than any miners in the world.

"The worst looking miners' homes found in a ten days' search (of Illinois' coal fields) are located nearby. * * * In Carlinville it is different. The Standard Oil Company two years ago purchased the mine."

Enter the Standard Oil Company, and immediately—"it is different." There is nothing particularly surprising in the fact that the Standard Oil Company (Indiana) should purchase a couple of coal mines to supply coal for its Whiting and Wood River plants, and to old employees of the company who are familiar with the company's policy of co-operation with its employees there is nothing particularly surprising in the fact that in the Standard Oil mines, working conditions should be as nearly perfect as it is possible to make them and that the employees should live in modern, sanitary, pretty homes.

THE STANDARD POLICY

But to outsiders, such as Mr. Hewitt, who have not had the advantage of observing from within the policy of this company towards its employees, it comes as a tremendous surprise, after days of inspecting mines and miners' homes, to come upon model mines with model miners and miners' model homes under the banner of a company which some ill-informed writers have been wont to picture as a "grasping corporation."

Enter the Standard Oil Company, and immediately—"it is different." How different? Let Mr. Hewitt, an impartial trained observer, who has no interest in the Standard Oil Company (Indiana) other than that of a writer in search of a story, tell how the appearance of the Standard Oil Company (Indiana) in Carlinville made a difference there:

"This town has a reputation for having the best miners' homes in Illinois," wrote Mr. Hewitt in The Tribune. 'John Black, a union official of West Frankfort, in the southern part of the state, referred to them as 'mansions.'

"They are so good that Fred M. Jewell, Blackburn college instructor, has purchased one and moved into it.

"By contrast the worst looking miners' homes found in ten days' search are located within fifteen miles of Carlinville. It is known as the 'patch.' These were set out in the field years ago and left to care for themselves. They were set in rows—all alike—and if they ever were painted it was some time back."

Now, enter the Standard Oil Company: "In Carlinville it is different. The Standard Oil Company two years ago purchased the mine, which has been worked here for thirty-three years. Then it sank another and is now developing a third at Schoper, eight miles northeast."

MINERS HAVE NO COMPLAINT

From leaders of the coal miners of the nation, who at this writing are on strike, come plaints that one of the worst features of coal mining is the fact that coal miners are fortunate if they are permitted to work 200 days a year.

Enter again the Standard Oil Company, and immediately—"it is different." Let Mr. Hewitt, impartial observer, tell of that also:

"The mines at Carlinville work every day possible. It is the management's intention to operate 298 days a year." Which would indicate that the miners employed by the Standard Oil Company are not to be included with those who average less than 200 days' work a year.

No complaint from Carlinville miners about too few working days. What Mr.

Hewitt and many of the miners do not know, however, is the fact that to maintain that average of 298 working days a year the mine management is engaged in a continual struggle to obtain railroad cars to ship the coal. How unending and difficult this struggle for coal cars is can only be understood by spending a few days in the manager's office.

Verily, where is the Standard Oil Company, "it is different." Different, too, are the miners' homes, which Mr. Black, union official, is pleased to call "mansions." Mr. Hewitt tells a comprehensive story of these "mansions" and how they came into being:

Frank Fisher, general manager, said the Standard Oil decided that men with good, steady incomes should have the opportunity of buying good modern homes. The company, therefore, engaged the Illinois lumber yards to erect 156 houses. They were completed within the last three weeks.

MINERS SAVE $1,000

Since they have all been offered for sale twenty-four have been disposed of and the manager of houses, Charles Fitzgerald, said today he will sell them all before Christmas.

"We are offering them for $1,000 less than the present cost of reproduction," he said. "We contracted for them some time ago and the erection started June, 1918. The company purchased a forty-acre wheat field and the government would not permit the destruction of the crop. On the first house we were erecting the studding while the harvesters were shocking wheat twenty yards away."

Fifty-two are five-room houses, 104 have six rooms. Each is on a lot 47 x 144. All of the houses are two story frame with an asphaltic roof, shaped and colored to resemble slate shingles. The roof carries a guarantee of fifteen years. Each house has a front porch and some have rear porches and a few, garages. All have city water, electric light, hot air furnace heat, porch light, shades, and are plastered. Each has a tiled bathroom, with a skirt bottom tub, medicine case, ornamental washbowl, towel-rack, and other trimmings.

VARIETY FOR ALL TASTES

Some are of a semi-bungalow type and others are house shaped. One has a plain gable roof, another a four-gable, and another has a protruding roof decorated with a dormer window or two.

The floors are stained and varnished yellow pine, the kitchen floor looks like maple.

Each has a cement basement, a pantry, and a clothes closet for each sleeping room. All will have gas as soon as the local utility company will extend its mains.

Cement walks have been laid and the sewers are in and attached. In the spring the streets will be paved with the oil asphalt with which many Chicago streets have been surfaced. Trees and shrubs have been planted on each lot.

The prices for the houses range from $3,370 to $4,060. Prof. Jewell selected one for which he paid $3,900. With him live two students of Blackburn college.

HOW PAYMENTS ARE MADE

The purchaser pays 1 per cent a month, and, in addition, taxes, fire insurance, and 6 per cent on the unpaid portion of the cost. The 1 per cent is reckoned this way:

A house that sells for $3,500 will require $35 a month until paid for.

On pages 16 and 17 of this issue will be found a series of pictures illustrating what the ownership of the Carlinville mines by the Standard Oil Company has meant to Carlinville and the miners.

LEFT THEIR GUNS HOME

"I think it will be best for a sheepherder to meet us at the train," wrote D. M. Lobdell, assistant director of industrial relations at Casper, who headed the wild westerners on their recent invasion of Chicago to attend the annual joint conference. "Everyone has given me his word of honor that he will abide by all rules governing banquets and will refrain from shooting or anything of that sort which might annoy guests."

* * *

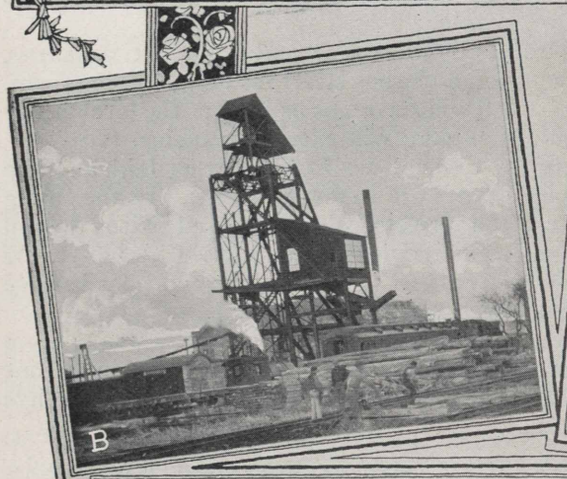
"Bill's going to sue the company for damages."

"Why, what did they do to him?"

"They blew the quittin' whistle when 'e was carryin' a 'eavy piece of iron and 'e dropt it on 'is foot."—Everybody's.

Model Mine and Miners' Homes at Carlinville, Illinois.

Tell Story of Standard Oil Policy of Co-operation with its Employees.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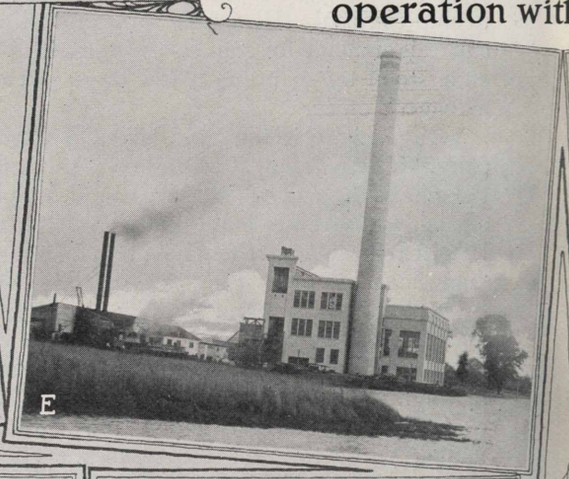
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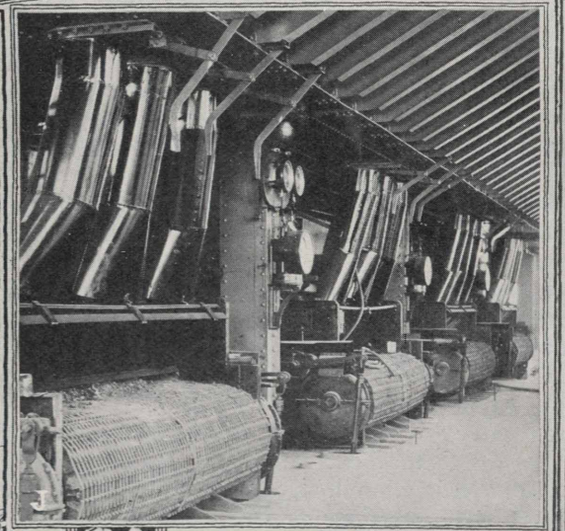
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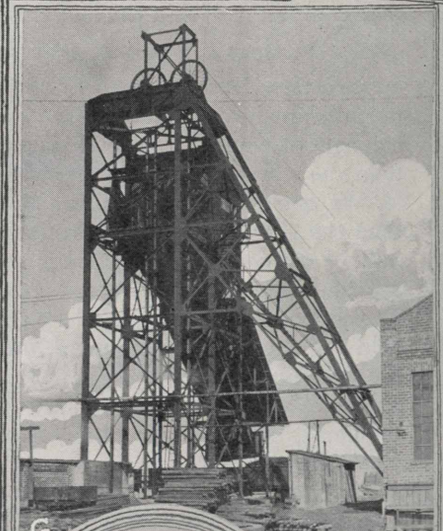
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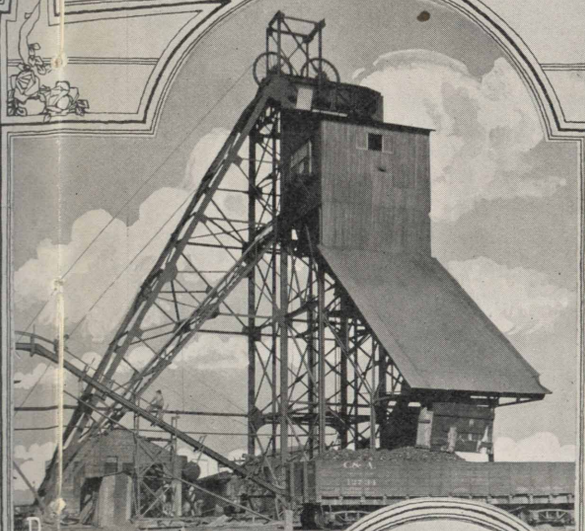
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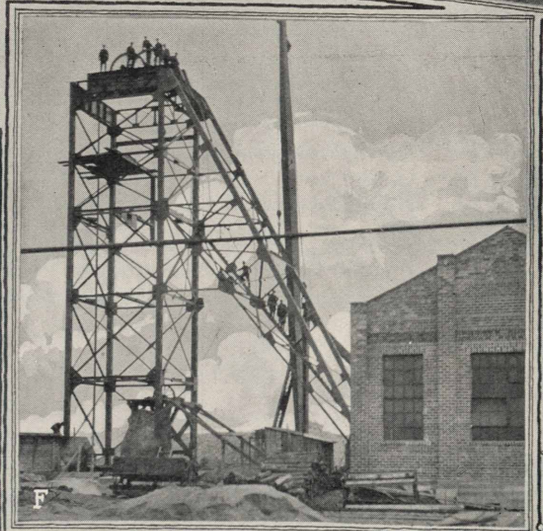
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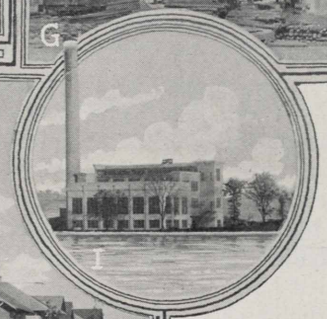
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A—Shows the reservoir and dam, Schoper.

B—Man and material hoist, Mine 2, Shaft B, Schoper, in course of construction.

C—Mine 1, Shaft A, showing type of tipple buildings of 37 years ago.

D—Mine 1, Shaft B, Schoper mine (power house buildings to left are temporary).

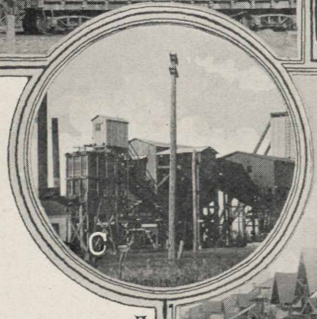
F—Mine 1, Shaft B, tipple in course of construction.

G—Mine 1, Shaft B.

H, K and L—Show employees' homes built by Company.

I—Power house and reservoir.

J—Boiler room of power plant, Schoper.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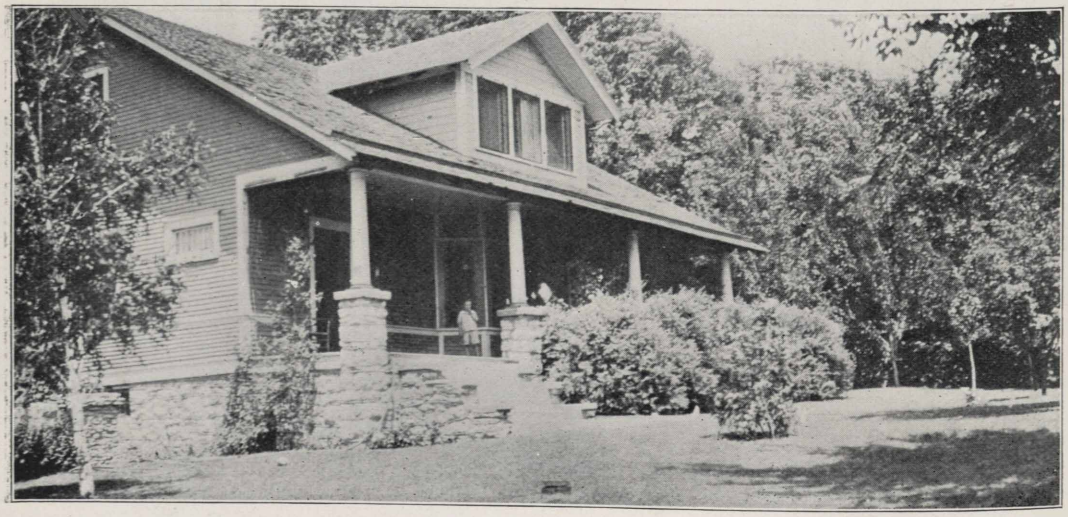
SUGAR CREEK TODAY

There have been many changes at Sugar Creek since the days G. W. Thompson writes about in his "Study in Antiques." In the above picture is shown the Standard Oil Company park at that plant, as seen when looking south from the main office. Here will be erected the new Y. M. C. A. building.

In the picture below may be seen the present domicile of Frank ("Doc") Woodward. Can Doc's old friends at Whiting picture him living in peace and comfort beneath his own vine and paw-paw tree?



A STUDY IN ANTIQUES

(Archaeological Notes by G. W. Thompson)

The above, resurrected by local archaeologists, bears striking witness to the peculiarities of the denizens of Sugar Creek in the pre-historic days when civilization was just being introduced in Missouri. The picture was taken in 1904. Aside from the personal interest it may have for old timers, it is a notable example of the laxity of sartorial laws of that period. The specimens may be classified as follows:

Left to right: Byas Harris, G. W. Thompson, J. E. Howell, W. B. Jennings, B. F. Roach, George Killen, Harry Boger (top row); George E. Swan (center); Raymond Oakley, J. A. Hininger, Robert C. Wetmore, J. E. Evans, G. H. Moffett, W. B. Basinger, W. P. Stenhouse, Victor C. Anderson, Frank Gainor (lower row.)

PIONEERING AT SUGAR CREEK

Rain, Mud, Hills and Poor Transportation Took Joy Out of Life in the "Good Old Days" at Company's Missouri Plant

By G. W. THOMPSON

When in the fall of 1903 a small group of executives of the Standard Oil Company (Indiana) tramped the surburban hills near Kansas City in search of enough level ground on which to erect a refinery, the natives thereabouts were plunged into mental speculation.

Said one, as he stood on the depot platform at Independence:

"By golly, I think they're making a mistake to put an oil refinery at Sugar Creek. I don't believe there is any oil there."

The skeptic never had heard of a pipe line or a tank car.

The Company's prospectors were unable to find much level ground so they contented themselves with a break in the bluffs affording a frontage of about 2,000 feet on the Missouri river. One hundred and twenty acres comprised the original site, located three miles from Independence and ten miles from Kansas City.

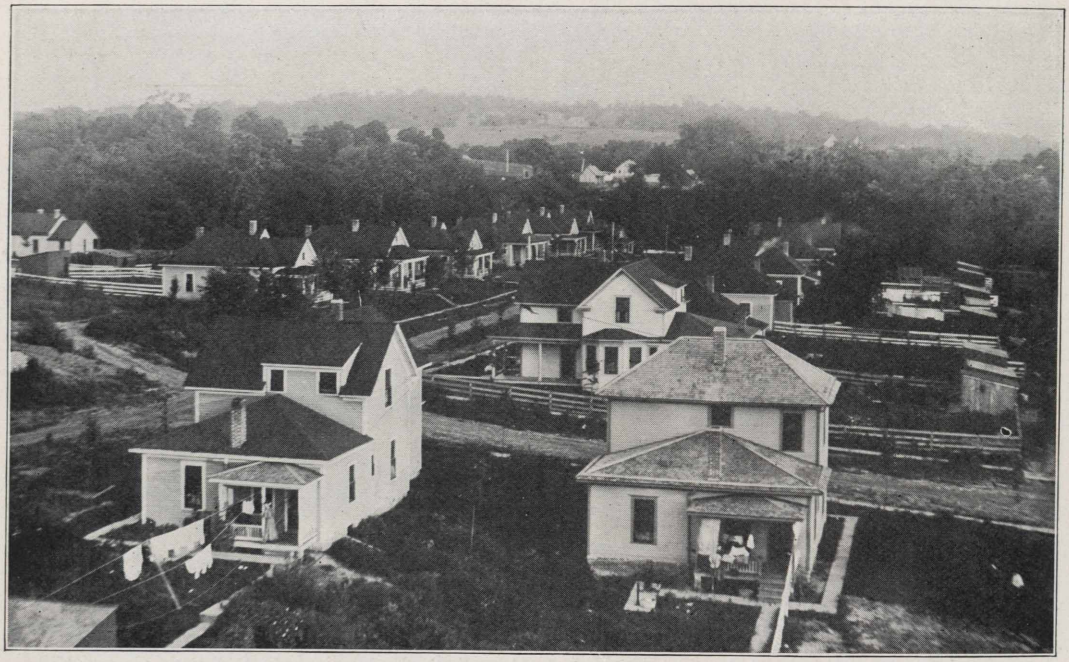
RAIN COMES WITH MEN

In March, 1904, J. E. Evans came to Sugar Creek from Whiting as superintendent in charge of construction. With him came Waldo B. Jennings, telegraph operator; C. A. Zimmerman, P. H. Scholl, James Burton, W. A. Eaton and Thomas Duggan, to act as foreman of the various construction gangs. Soon after came Frank Gainer, W. A. King, W. P. Stenhouse and Robert C. Wetmore, all office men.

At the same time came the rain. Only Noah could tell of such an aqueous orgy. Out of ninety days it rained for seventy-six.

There was only one railroad near and this had but one local train. This train, moreover, did not operate on a schedule adapted to serving the workers at the

MISSOURI MUD CONQUERED



The above is a birdseye view of High street, Sugar Creek. All residences are those of Standard Oil employees. How different was this place in the days the old timers tell about!

plant. The one wagon road was paved with Missouri clay, which is worse than good intentions as paving material. Rather than run the risk of premature burial in that wagon road one worker set off on foot for New York City. The 1355 miles between Sugar Creek and New York had fewer terrors for him than the wagon road.

HARD WORK DEFEATS MUD

In spite of all this the work went forward with astonishing results. By early fall the plant was nearing completion. At that time G. H. Moffett came from Whiting to take charge as operating superintendent. G. E. Swan came as assistant superintendent, while Bruce Exton, W. H. Pavey, A. B. Jones, Frank Woodward, D. J. O'Connell, H. B. Webb, Edward Lynn and B. Wesner came to take various positions as members of the operating force. Many of these men are still at Sugar Creek. Of the men who came in the spring, however, but one remains—Robert C. Wetmore.

What has occurred since that spring day in 1904 may be indicated by a comparison of payrolls. From March 16 to 31, 1904, the payroll was $229.53. In a like period at the present time the amount exceeds $100,000.

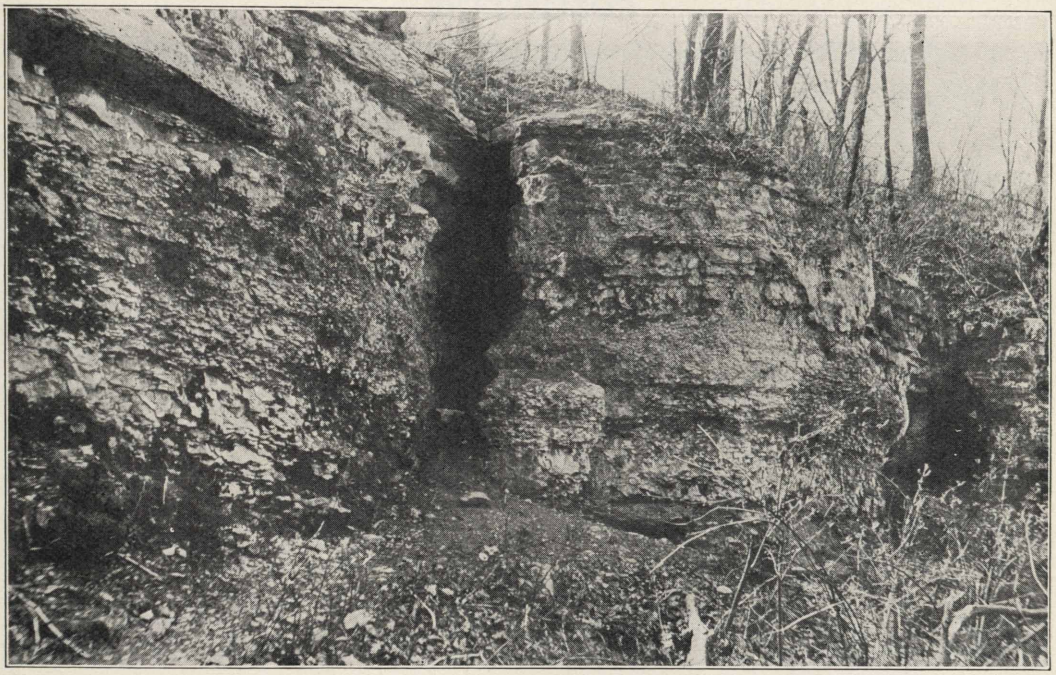
In closing, I might be expected to say something about the "good old days." I'll admit those days are old now, but as for being "good"—well, can you beat the present?

BRUCE EXTON

Friends of Bruce Exton, Sr., for many years night superintendent at the Sugar Creek plant, will learn with sorrow of his death, which occurred on the morning of November 24 at his home at 660 Stanley avenue, Long Beach, Cal.

Mr. Exton was placed on the Company's annuity roll on July 1, 1918. At that time he had been forty-six years in the service of the Standard Oil Company—a record of faithfulness unsurpassed by any other employee.

CALL FOR TOM SAWYER AND HUCK FINN!



Sugar Creek has changed greatly since 1904, but the caves thereabouts are as they always were. No doubt Sugar Creek, like the old Missouri town of which Mark Twain wrote, has its Tom Sawyers and Huckleberry Finns who find boyish romance and adventure in the caves which dot the banks of the muddy river.

The caves in the above picture, in a bluff just west of the refinery, are said once to have been the hiding place of the Jesse James Gang.

FAITHFUL WORKER DIES

Death Removes Edward Scott, of St. Paul, from Annuity List—Two More Added in October

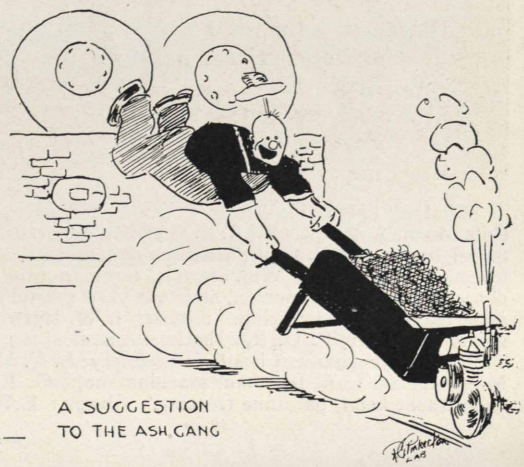
Edward Scott, of St. Paul, Minn., employee of the Standard Oil Company (Indiana) for twenty-five years and seven months, died in his home city on Sept. 18. He was 80 years of age, and had been on the Company's annuity roll since 1906, when he was forced by ill health to retire from duty. At the time of his retirement he was employed by the sales department as night watchman.

Two other faithful employees, both agents for the sales department, retired during October to take advantage of the Company's annuity plan. They were M. C. Wingate, of Petoskey, Mich., with the Company for twenty-five years and six months, and Thomas G. Hamilton, of Creston, Iowa, with the Company for thirty years.

A CORRECTION

Through an error it was stated in the November Record that I. Markowitch, wounded soldier, was from Whiting, whereas it is Wood River which boasts his presence. Wood River asks that it be given credit for its hero.

SPEEDING PRODUCTION

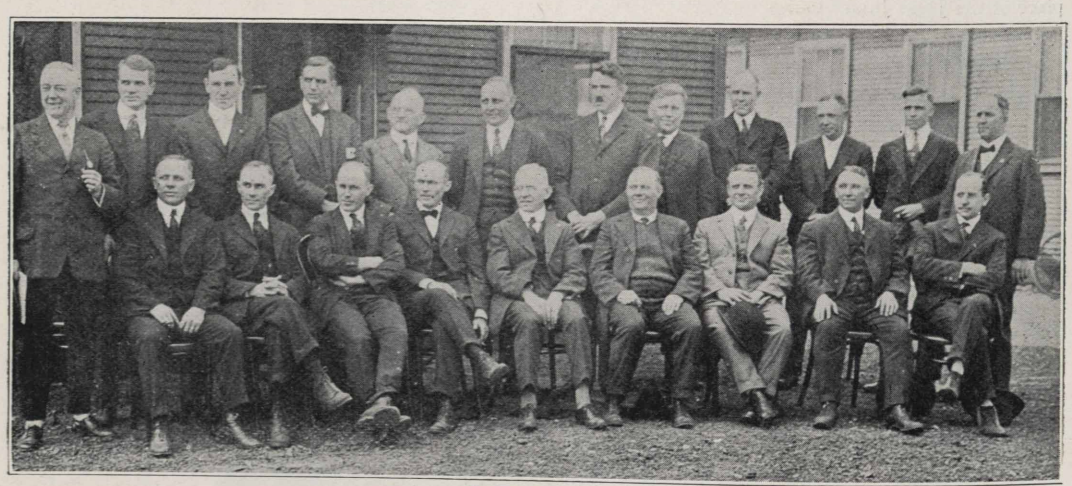


A SUGGESTION TO THE ASH GANG

MANAGEMENT'S REPRESENTATIVES, JOINT GENERAL COMMITTEE

WOOD RIVER

Standing, left to right: A. Wuestenfeld, general refinery day foreman; William Meisner, boilermakers' foreman; W. I. Jolley, construction engineer; S. A. Beach, superintendent. Seated: F. J. Gainer, assistant superintendent; M. F. Manning, masons' foreman; W. A. Tipton, master mechanic; A. L. Jackson, office manager.



WHITING

Standing, Left to right: W. P. Stenhouse, office manager; C. W. Smith, safety director; Hugh Brown, shift foreman, acid works; A. E. Gladden, department head, tower stills; R. M. Andrus, department head, barrel houses; H. F. Glair, assistant department superintendent, paraffine works; A. D. Buchanan, shift foreman, tower stills; Wm. Bartels, foreman pipe shop; E. G. Bonham, general foreman, filtering oils department; N. A. Emerson, assistant yard master; W. N. Bercaw, employment manager; A. Trebs, foreman, teaming and trucking. Sitting: J. W. Burton, department head, steam stills; P. J. Sweeney, combustion engineer; F. D. Rexwinkle, mechanical engineer; M. J. Hannon, foreman, crane car department; T. S. Boyle, department head, wax refinery; L. C. Moore, assistant department head, pressure stills; Frank Minsberg, assistant foreman, machine shop; G. E. Moffett, foreman, blacksmith shop; O. E. Bransky, department head, paraffine treating. Absent: E.W. Mack, foreman, boiler shop.

MANAGEMENT'S REPRESENTATIVES, JOINT GENERAL COMMITTEE

CASPER

Left to right: W. A. Morris, still foreman; W. C. Eads, assistant construction foreman; A. V. Forbes, chief clerk; Emil Hirschfield. Absent: Joe Degan, head of boilermakers' department.

SUGAR CREEK

Left to right: J. A. Hininger, shipping clerk; G. W. McCredie, pressure still foreman; Charles Street, brickmasons' foreman; H. O. Eyssell, superintendent paraffine works (upper row); L. W. Perrigo, tower still foreman; F. Woodward, refinery foreman; R. C. Wetmore, office manager; J. W. Kelley, chief engineer (center row); S. S. Schooley, efficiency engineer; W. J. Carpenter, carpenters' foreman; W. L. Hollis, labor foreman; J. W. Kolar, machinists' foreman (lower row).

GOSSIP ABOUT THE PLANTS

News of the Doings of Standard Oil Company Employees at Whiting, Sugar Creek, Wood River and Casper

WHITING

When Charlie Carrette moved into his big new house among the elite on Central avenue, he neglected to have extra keys made for the doors of his new domicile. A few nights later Charles returned home from the 4-12 shift and found no key under the doormat. His knocks on the door failed to arouse Friend Wife from her peaceful slumbers and pebbles thrown at her window were just as inefficacious. Charlie turned burglar and entered the house through the basement window, only to find the inside basement door locked. Finally, with his overcoat for a mattress, he made shift to sleep on the stair landing, where Mrs. Carrette found him some time later. Charles now has a key in every pocket.

Clerks in the filtering oils department at Whiting: George Parker, John Fischrupp, D. M. Brenner and Russell Quinn (top row); Marie Rittman, Josephine McDermott, Irene Duggan, Violet Breckman and Lillian Plau (lower row).

John Sivak, chauffeured by his neighbor, George Paul, lost a race with the stork the evening of Nov. 19. Mr. Paul's auto made a record dash from the plant to 218 Atchison avenue, but when they arrived they found a 10-pound little Sivak who was already saying "papa"—at least so John says. John asserts the young man will be named Mike, but Mrs. Sivak says he will have a nice name. There are now four little Sivaks—Anna, Mary, John, Jr. and Mike (?).

Chris (Bubbles) Peterson was laid up a few days last month with a sore foot.

William Hanover, recently discharged from the army, is back at work, as is Hardy Keilman, ex-seaman, U. S. N.

Alex Sloan, Jr., recently underwent a successful operation for the removal of adenoids.

Pete Pfeiffer is hitting the high spots in his new auto.

The matrimonial germ has bitten Lew Griffith and Adolph Bruning, so 'tis said.

Louis Moore is en route to Kent, England, to visit his mother. He is going via Montreal and Liverpool and expects to be gone about two months.

Cupid brought down another victim on Nov. 16 when Mike Elo acquired a pretty bride.

Mr. and Mrs. Frank Williams celebrated their third wedding anniversary on Nov. 11.

Joseph K. Skowronski, recently returned from army service, was married on Oct. 22 to Miss Eleanor Kozlowski at the bride's home in Chicago.

Edwin Gard's wife was operated on for appendicitis at St. Margaret's hospital, Hammond, on Oct. 21.

Illness forced Charles Thompson to take a few days off last month.

Julius Kinsock is rejoicing over the arrival of a baby boy at his home on Oct. 20.

The sixth anniversary of their wedding was celebrated by Mr. and Mrs. William Williams on Oct. 25 when they entertained a party of friends at their home.

Ernest Assenheimer is back on the job after thirteen months' service overseas.

Even as the minister opens church with prayer, Dr. Diggs opens the regular meeting of foremen with: "We will now proceed to read a letter from 'Safety' Smith."

William Hedegus, after a protracted illness, following an operation last August for appendicitis, returned to work during the latter part of October.

John ("Uncle Dick") Welsby, one of the pioneers at the Whiting plant, has sent in his resignation, to take effect January 17. During his many years of service he has worked with almost every type of oil known. He was in charge of the experimental station when the first pressure still came over into the receiver.

Left to right: N. A. Emerson, assistant yard master; U. G. Swartz, yard master; H. H. Huggins, chief clerk of yard office (Whiting).

F. G. Clifford, assistant director of industrial relations at Wood River, was a visitor here Nov. 11. He attended the meeting of the Whiting Joint General Committee.

Walter Shaeffer has left the Standard Oil to join the sales force of a valve manufacturing house. His headquarters will be in Chicago.

Clarence Moore, superintendent of the Regina plant of the Imperial Oil Company, visited his father, Arthur Moore, recently. The Regina superintendent was on his way east to visit the Imperial plants in Toronto, Halifax and Montreal.

Disputing the right-of-way with an automobile resulted in Roy M. Heist having to take four days off for repairs last month.

GAS LEAKS AT WHITING

The wives of Claude Ridge and Conductor Abblett have been seriously ill after undergoing operations.

Everyone at Whiting extends sympathy to Engineer John Peterson over the death of his wife on Oct. 31.

If Mr. Gasoway always buys such good cigars we hope he will have a lot more baby girls born at his home.

The Whitaker boys in the roundhouse had the misfortune to lose their father on Nov. 4. They have the sympathy of the plant.

Charles Allen, famous huntsman, came back from his vacation with a new alibi, but the furs he had promised were missing. This time he blames it on Mrs. Allen. He says the nearest to the wilds of Wisconsin which she would permit him to approach was Stiglitz Park. He is reported to have had a narrow escape from a carnivorous sparrow.

William McGrew is the proud daddy of a 9-pound baby girl. Mother and baby doing fine.

Roy Walker's bad cold finally abdicated and Roy is back on the job.

Ed. Kilfara has moved from Whiting to East Side.

First shifters have quit paying for their own cigars, what with all the new babies. A 10-pound baby girl at the home of Patrick Boyle is the latest.

William Bollinger is our latest convert to aviation.

It is reliably reported that Jack Delaney is contemplating matrimony.

Margaret Shick has returned from an extended visit with relatives in Kokomo.

Anna Ondesco has returned from Graceville, Ill.

Howard Harmon has recovered from his illness and is back at work.

Joe Wagner of the grease department is a modest man. In the recent election for a representative on the winter sports' committee, Joe got 60 out of a possible 61 votes. Guess he didn't vote for himself.

Fortunately for Fred C. Lucke, it was 4 o'clock in the morning when he ripped his trousers while on the way home from Fort Wayne, so there was no one about to be shocked. Since this happened after July 1, Fred is being given the benefit of the doubt.

Ill health forced Alice Stefanski to resign her position here and to go to Michigan to recuperate.

Miss Florence Denham is back after an absence of six weeks, during which she underwent an operation for appendicitis.

Della Fieres has been granted two weeks' vacation on account of her health.

Bowlers of the Eighth division are getting together an expert team. Representatives from the barrel house and grease works met in a practice match on Nov. 7, and the grease works won by 87 pins.

M. Buchany, pipe fitter, whose leg was broken while at work on the new pressure stills, is convalescing at his home in Center street.

Lawrence Fraley and his wife spent their two weeks' vacation with relatives at Hoopeston, Ill.

Edward Kilfara, treasurer of the First Shift Flower Fund, reports a balance on hand of $56.29. Collections in 1918 were $76.70, against disbursements of $43.10, leaving $33.60, to which was added nineteen cents interest and the October assessment of $22.50.

Until we discovered that beautiful new diamond we wondered what could be the cause of our reporter's radiant smiles. Now we understand. Congratulations, Mildred.—Switching Department.

Constituents of Representative Jess Abraham report that the Hon. Jess is now acting under orders from Cupid, which would be all that is lovely were it not for the uncertainty of westbound trains leaving South Bend after the mystic hour.

Joe Germick, one of the veterans of the boiler shop, has been confined at home for several weeks on account of illness.

The H. C. of L. has nothing on the hicost of hunting, says Charles McClelland. The expenses of the hunting trip about Valparaiso, in which he and three friends indulged Armistice Day, were $40. They got three rabbits.

Lloyd Smith and Hilmer Stark have acquired grins which won't come off. Lloyd's new baby boy weighs 7½ pounds. Hilmer's is also a boy.

S. Takano, chief engineer and general superintendent of the refinery department of the Nippon Oil Co., Ltd., Tokyo, Japan, recently inspected the plant. He was shown about by J. W. Burton.

The main office is again graced by the presence of Sergt. Harry G. Sandquist, just back from Fort Bliss, Texas, with an honorable discharge from the 82nd Field Artillery.

Benjamin Oakley, of Richmond, Cal., paid a surprise visit to old friends here.

Forty-seven experienced band men have signed to play with the refinery band. The project is now before the management for approval.

A 9½ pound baby girl has brought joy to the home of Peter Hubert. Mother and daughter both doing well.

The "gasoline alley" gang welcomes R. M. Andrus and his new 1920 Buick coupe.

The stork was sure a busy bird at Whiting last month. Among other newcomers it left here was an 8 pound baby girl at the home of Edwin Lehr, 341 LaPorte avenue.

A refinery romance culminated on Nov. 22 when Christ Baadsgaard, of the canning department, and Miss Susie Mehalso, of the grease works, were married. They will live in a cozy bungalow at 9028 Brandon avenue, Chicago, which they furnished a week before their marriage. Whiting friends are looking forward to an "at home" with eager anticipation of testing the bride's cooking.

SUGAR CREEK

Jack Eastwood has been doing jury duty in the Kansas City courts. Representative Ben Wallace served as inside machine shop foreman during his absence.

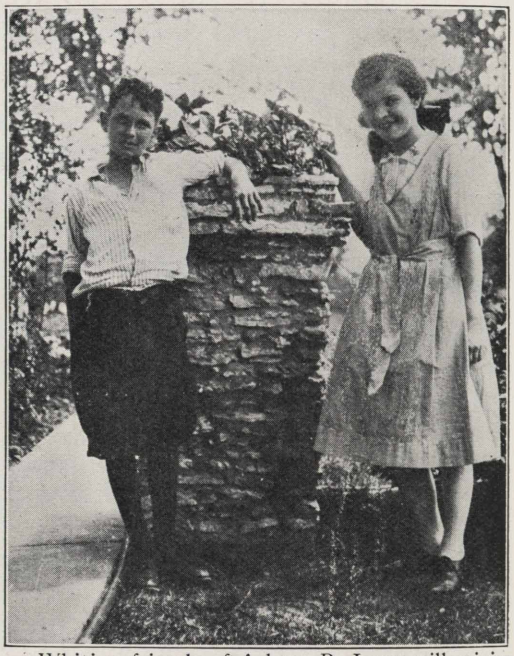
While J. M. Kolar was on his vacation, L. F. Zaman acted as machine shop foreman.

The boys in the power and lighting plant will soon be occupying the addition just completed. They are anticipating a lot of pleasure working with new machinery.

The storehouse crew moved into the new office on Nov. 13.

Harry Crawford was drawn to serve on a jury in Independence last month and W. F. Bridges looked after the yard office work while he was gone.

A carnival which recently visited Sugar Creek did a lucrative business until a band of mischief makers made a night attack, making the hemp rope business good and cutting short the carnival's stay.



Whiting friends of Ashton B. Jones will rejoice to see how his clan has increased since he moved to Sugar Creek. Page, the pretty little miss in the picture above, has the distinction of being the first baby born in Sugar Creek after the establishment of the Standard Oil plant in 1904. The young man with her is Blair Jones. Below are Walker and Archie Jones enjoying a Missouri river bath via the garden hose.

Earl Cox, late of Montgomery Ward & Co., has accepted a position on the miscellaneous invoice desk. Incidentally he is leading the new Standard Oil band.

Roy Peck has been transferred from the coal desk to assistant on the miscellaneous invoice desk.

Fifteen musicians attended a meeting in the Industrial Relations Building on Oct. 24, and organized a band association. Officers were elected as follows: Jesse Flowers, manager; Earl Cox, leader; Sidney Chapman, secretary. It was agreed that a band of thirty-five pieces can be organized in this plant.

Several fast basketball teams have been developed in the various departments and some torrid competition is anticipated before the winter is over.

A. F. White, stenographer, has been transferred to Mr. Wetmore's office.

W. B. Haas, of the Chicago office, was a recent visitor here.

The entire refinery department went over the top during the recent Red Cross drive with a percentage of 100. The refinery has never yet failed to answer such an appeal.

Ed. Ward, clerk in the timekeeper's department, has been transferred to work as tally clerk under Lyle Hildebrand.

W. C. McLean, stenographer in the office of J. A. Hininger, has been transferred to the office of A. S. Hurt, assistant director of Industrial Relations.

Sugar Creek school children delighted the employees in our main office by staging a grand review and parade in front of the office on Armistice day.

Some of our hunters are failing to find any ducks along the banks of the "Big Muddy," but judging from the number of apples they bring back, Atherton farmers will do well to take an inventory of their apple bins.

A short story writer in a recent issue of the American Boy magazine, mentioned us as being one of the largest sugar refineries in the country. He must have been taking gas.

Fred Miller is on a vacation, and the engineers' office is tranquil. Fervent prayers are being offered that Fred will return with his decrepit bundle of jokes replaced by a bunch of new ones.

A new bus schedule has been put into effect. For the benefit of office workers who go on duty at 8:30 A.M., busses leave the square in Independence at 8 o'clock every morning. On the return trip they leave the plant at 4:50 P.M.

The "goat" service on the street railway line to Fairmount Park has passed into history, much to our relief.

G. B. Shawmeker is assisting on the oil invoice desk and incidentally laying plans for the 1920 baseball season.

C. A. Galloway spent his vacation in the wilds of Missouri, looking up trails of days gone by.

John Waller is as good a stockman as he is pipe department employee in an oil refinery. John challenges any stockman hereabouts to produce a cow which will duplicate the Waller cow's feat of presenting him with twin calves.

W. A. Dall was confined to his home for several days on account of illness.

Representative Tompack, who resigned as representative for the labor department on the J. G. C., has been succeeded by Ed. Murphy.

William Billiu is laid up with a broken collar bone, incurred in an automobile accident.

The stork recently delivered a healthy 8 pound boy at the home of Ernest Phillips. At the home of Johnnie George he left an 8 pound baby girl.

Mrs. Starks, our first aid nurse, is back from her vacation, looking fine and feeling fine.

Frank House has returned to work after two months spent in California for the sake of his health.

We were all sympathy for Jimmie Kolar when he came down with a long face and announced that he had a new boarder at his house who couldn't talk English but with whom his wife had fallen in love—until we discovered that his new boarder is named Jimmie M. Kolar, Jr.

The boys in the pump house are very proud of their new shower bath and locker room. This was a needed convenience and its installation is proof of advantages of co-operation between the management and employees through the Joint General Committee.

On the first day that the new shower bath at the main pump house was placed in operation, Dub Beatty and Dutch Valentine got under the shower. "Say, Dutch," said Dub. "You sure are dirty. It's a good thing they put in this shower when they did." "Oh, well," retorted Dutch, "You needn't brag, Dub. You're only a couple of years younger than I am."

Earl Rockie, helper in the pipe department, recently underwent an operation at the Independence sanitarium, where he spent two weeks before being taken home as a convalescent.

The pipe gang basketball team hereby announces it can trim any quintet in the plant, and Billy Welsh, manager, challenges anyone to contest its claim. According to Welsh, he has already challenged the office team but the office crowd failed to show up. The team is composed of Joe Asher, captain and center; Homer Lewis and George Gallagher, guards; Harry Carr and Frank Chandler, forwards.

R. O. Snyder and J. B. Todd suffered painful burns from a shower of hot oil when an exchanger at the continuous stills took a notion a few nights ago to change its location. It made a good job of it and mussed things up generally.

Hook Hoffman, pressure still foreman, is back at work after a three week's siege of typhoid-pneumonia.

Representative John Dickey recently was called to St. Louis on account of the illness of his father.

Clifford (Squire) Murray, whose vision was partially obscured for a few weeks, is back on the job wearing a new pair of glimmers.

Carl Dwyer is wearing a broader smile than usual. It's a girl and mother and baby are both doing well.

All of our men who served in the army or navy during the recent war, as well as Perrigo and Wallace, who were in the service in 1898, took part in the Armistice day parade, being encouraged by the management to do everything in their power to make the celebration in Independence and Kansas City the sort of successes which should mark such a day.

The management here is doing its part to save the public from suffering because of coal shortage. With the exception of blacksmith coal for the forges, not a pound of coal is being burned in this plant, oil having been substituted. This releases approximately twenty carloads of coal a day for distribution elsewhere.

WOOD RIVER

By the time this appears in print, John Brown, of the main office, no doubt will have learned to operate his new Buick with real efficiency. John was somewhat chagrined when, after possessing his new car for two days, he picked only one wheel

off a buggy he met on State road. Given more practice and John believes that on his next attempt he will be able to pick up horse, buggy and everything and bring it back triumphantly in the tonneau.

Peter Leiferrig, assistant to I. W. Jolley, has been suffering from an over-supply of boils and carbuncles. Jolley recommends that Pete's salary be raised, since Pete now keeps going all the time. "Never see Pete sitting around any more," says Jolley.

There are several people here who are anxious to know if "Doc" Cook of Whiting and "Doc" Cook of North Pole fame are one and the same person.

Bobby Lane of the chemical laboratory is growing a moustache. We bet he's trying to fool Mrs. Lane.

Assistant Superintendent F. J. Gainer is grateful to the stork for a wee daughter, Anna Katherine.

Richard Thompson gave his new Nash roadster a tryout last Sunday on the road from Wood River to Carlinville. His sister, Mrs. Carl Fox, accompanied him. They report an enjoyable visit with Mr. and Mrs. Charles Fitzgerald at Carlinville.

Bob Dooling, rod gang foreman, is riding around in an Overland touring car.

Cornelius Adelbert Halsey has just returned from a successful hunting trip. Bert says quail are as easy to purchase as in former seasons but complains about the increased prices farmers are asking for them.

A. P. McCormick, our chief engineer, has returned to Wood River after spending several months in our coal mining department at Carlinville.

We know it is customary for commuters to sleep on interurbans, but until Bobby Lane, assisted by two others of our "research" chemists, originated the idea of carrying an alarm clock to arouse him a moment before reaching his destination, there was something lacking in the sleeping accommodations. Bobby appreciated his success, as did the other passengers.

The hunting season is in full swing at Wood River. Bill Penrose and Jim Kugler went out on a recent Sunday and since then all the farmers hereabouts have been keeping their cows in the barn. Jim was in great form. He shot his dog before he had been out thirty minutes and almost got a rabbit.

Mr. Fischer, our Safety First expert, had to spend ten days in the Alton hospital after his recent visit to Whiting to absorb the Hoosier principles of Safety First. Seems that Safety Smith failed to explain how safety directors can keep out of hospitals. Mr. Fischer is now back on the job, however, and says he learned many things at Whiting which will be of use in his work here.

Albert Johlian, our optimistic pressure still foreman, spent his thirty-two hours off in St. Louis but reports the big city rather quiet.

After looking over the picture of our Mr. Beach, which appeared in the November Stanolind Record among the Casper snapshots, everyone in the plant is trying to solve the mystery of who shot the sage hens with which Mr. Beach had surrounded himself. Can Casper give us any information? (If Mr. Beach and his sage hens got into The Record under false pretenses, The Record invites anyone in Casper who has the goods on this gentleman to expose him through our columns.—Editor.)

Dr. W. W. Holland, accompanied by a cold, has returned from a business trip to the Whiting plant.

A. L. Jackson, our office manager, is preparing to occupy a nine-room house which he recently purchased in Alton.

George W. Buck, crude still foreman and expert agriculturist, has returned from a two weeks' stay on his ten-acre fruit farm in the Florida "Everglades." George reports many enjoyable boating trips over his property and says the alligators were more friendly than on former occasions.

Our timekeepers were entertained on a recent Thursday evening by the Webb sisters at their home.

AN APPRECIATION

The following editorial, which appeared in the Edwardsville (Illinois) Intelligencer, no doubt will be read with interest by the Stanolind family:

"The first copy of The Stanolind Record, a monthly magazine published for the employees of the Standard Oil Company (Indiana) has been received in Edwardsville. It is the first copy and as first impressions are said to be lasting the pleasant impression that the initial number makes is a forecast for the reception of future numbers.

"An excellent write-up of the Wood River plant and pictures of the employees' representatives from that plant on the Joint General Committee, are, of course, of local interest.

"The point, however, which made the strongest impression upon us was the portrait on the cover. Ordinarily we are not particularly partial to the people whose prominence entitles them to cover reproduction. But the portrait of Col. R. W. Stewart, the new executive head of the Standard Oil, as chairman of the board, is so winning that it would draw anyone's attention.

"Pleasant, yet positive, young, clear-eyed, and well-poised, he presents in his pictured counterpart the likeness of one born to command and yet to be cordially liked by those whose energies he directs. This is a rare combination, for the personally efficient executive is frequently the disliked of those he 'executes.'

"Not so Col. Stewart. Our guess is that Standard Oil will be wonderfully enterprising, efficient and cohesive under his direction. That is the Edwardsville viewpoint."

* * *

It is the producer, not the spender, who does the most to advance civilization.—Exchange.

FOR STANDARD OIL WIVES AND WOMEN WORKERS

The smiling young ladies in the above picture are employed in the can house at Whiting. Left to right: Ollie Welsh, Mary Bakus, Elizabeth Nagy, Anna Bachi, Phoebe Hemlin, Grace Johnson, Helen Silba, Lyda Nundorf, Minnie Gray (top row); Agnes Walczak, Clara Dust, Emma Jakubilski, Mary Golumb, Mary Kaminski, Mary Woltik, Mary Kinkas, Hannah T. Kelleher (second row); Mary Antkowiak, Mamie Swint, Tillie Kubiak, Beatrice Shoup, May McFarlin, Florence Elder, Celia Mordus (third row); Sallie Pospychala, Genevieve Prush, Anna Podobinski (lower row).

Here are the young women workers in the grease works at Whiting: Left to right: Susan Skrabala, Tillie Derwinski, Grace Holliday, Veronica Savol, Mary Kaminsky (top row); Margaret Kubick, Theresa Jusko, Mary Kucia, Sophie Dobrowlski, Mary Gima (center row); Jennie Masura, Mary Katch, Celia Yanchik, Elaine Fehrman and Mary Urdzik (lower row).

One of "Safety" Smith's safety ladders seems to have been utilized for posing these fair representatives of the Whiting yard office. Left to right: Margaret Barclay, Mildred Boland (top row); Mamie Flynn, Bessie Green (center row); Margaret Dwan, Mrs. Collins, Mrs. Girard (lower row).

LISTEN GIRLS!

Skirts of ankle length are more popular than those of shorter length. Skirts of both suits and dresses are wider at the foot than formerly.

New blouses show Russian ideas. Peplums and tunics are popular as are also bib and apron effects. Cords and string girdles as well as sashes are worn. Both kimona and set-in sleeves are favored.

Long and short coats are fashioned on straight lines.

Suit skirts are simply made and are slightly full over the hips. They have both wide and narrow belts and slot or patch pockets.

Neck edges on waists and gowns are usually cut round and are untrimmed.

Embroidery is the most popular of all trimmings for coats, dresses and blouses, though buttons, fringe and fur are in good taste. Cord is used like braid for decoration.

Spats will be used for street wear with pumps and Oxfords.

Scarfs in gray or brown take the place of fur on sport suits.

YOUR HEALTH AND OURS

"A man who 'doesn't care' where his health is concerned doesn't care if he leaves a widow to support his fatherless children"

Dr. Frank R. Doll, medical and surgical director at the Standard Oil Company hospital at its Whiting, Ind., plant, has consented to write a series of health articles for The Record, and to answer, through these columns, any questions on health subjects which employees in the refineries may wish to ask. In his first article he discusses Boils, an affliction with which refinery workers are only too familiar, and gives a timely warning against quack doctors and quack patent medicines. In a later article he will tell how to take care of the body so it will be proof against the boil making germ.

By Dr. Frank R. Doll

The editor has asked me for an article on preserving health, evidently desiring something which will tend to cut down our business at the hospital. This is a queer request. I know of no other instance where an editor has had the nerve to ask a person to write something with the avowed intention of cutting down the writer's business.

Fortunately for us doctors, however, very few people ever follow our suggestions so our business holds up rather well.

I am writing on boils because I know I can't tell you how to avoid them and therefore can't ruin my business. Eminent men of my profession, since the time when Job had boils from the crown of his head to the soles of his feet, have tried to find a way to prevent them. Every grandmother and every old batchelor knows a sure preventive and a sure cure, but still they come.

I am writing on boils also because I know a lot of people who will read about them. They will read about boils even quicker than they will about the Flu, or how the eminent Doctor Quack—assisted ever so quietly but ever so effectively by Nature—brought the little poisoned victims through alive. I know that they will read about them because they have had occasion to think about them, very deeply and very earnestly. There is nothing that will make a strong man think so earnestly and so loudly, and so fruitlessly, as one of those nice little round red boils.

A boil is something that begins quietly as a little itchy spot that you think amounts to nothing and becomes as large as a hazelnut or your fist, depending on whether you see it or feel it.

It starts as something you like to scratch, or rub gently, and ends as something you are prepared to whip the world to keep from having touched. It becomes to soreness what our Company is to oil, The Standard.

What causes boils? I don't know. They come on the young and on the old, on the good and on the bad, on the dirty and on the clean. They come on the poor and I have seen them even on the Plutocratic laboring man. They come fall and spring, winter and summer. They come on any part of the body, from the scalp to the sole.

My old preceptor was fond of saying that three things are responsible for a boil. The first is the bug (or germ)—the second is an injury of some sort, and the third is a lowered body resistance. The bug is always the active cause of every boil. He is a little round yellow fellow and is always present on every one's skin, no matter how clean the skin is or how hard you try to get rid of him. It is useless to try to drive him away by antiseptics because an antiseptic that will kill him will injure the skin. But the bug can do nothing unless there is an injury of some sort. He is powerless to make any movements himself, and except for injuries, would lie harmless on the surface of the skin. But an injury, however minute, that presses him down through the protective layers of the skin, or down the tiny opening where the hair comes out of the skin, and then covers him over, as you would a seed in a garden, gives him his start. The injury may be, and usually is, so slight that you never notice it. But it always occurs.

(Continued on page 31)

FOR THE HOUSEWIFE

The family sometimes tires of eating cold left-over roasts. When this occurs the housewife may make from it a dish which will tempt the most jaded appetite if she will follow the following recipe:

SMOTHERED BEEF

2 tablespoons butter
8 slices cold roast beef
1¼ teaspoon salt
⅛ teaspoon pepper
⅓ cup cracker crumbs
2 tablespoons flour
1 cup milk
7 onions.

Cook onions in salted water till tender. Make white sauce of flour, butter and milk and seasonings. Arrange one-half the onions in a layer in a greased baking dish. Lay on the sliced beef and cover with remaining onions. Pour white sauce over all. Sprinkle with cracker crumbs and bake until brown.

* * *

Old bacon may be freshened by soaking overnight in buttermilk.

* * *

When you have chicken for dinner save the feet and scald them in boiling water to remove the skin. No other thickening is needed for soup than the gelatin yielded by the feet.

* * *

If bacon is strong it may be given a delicious flavor by soaking in sweet milk, which should be brought to the boiling point before the bacon is removed to fry.

* * *

Women whose feet become tired from ironing will find that if they stand on a thick rug or piece of carpet while ironing they will be far less tired.

* * *

Corks used in place of castors make it easy to move furniture without leaving marks on the floor. The corks should be glued on the corners.

* * *

Daughter may have an excellent middy blouse for school wear if mother will dye one of father's old flannel shirts a dark navy blue.

* * *

Surveys made by physicians in public schools throughout the country indicate that children in a large number of cases get insufficient sleep, so essential to babies and children for growth and repair. The babe or child who thrives is the one who gets sufficient rest and sleep.

A new born baby will usually sleep most of the twenty-four hours but as it grows older it will require less. A baby one year old requires fifteen to sixteen hours sleep; two to three years old, twelve to thirteen hours; four to six years old, ten to eleven hours; ten to twelve years, nine to ten hours.

A child four years old should be in bed at 8 o'clock at night. This should be increased gradually to 9 o'clock by the time the child is twelve years old. No romping games or excitement should be allowed an hour before bedtime.

YOUR HEALTH AND OURS

(Continued from page 30)

However, even though he does get planted there, Nature usually attends to him. For normally, there is a delicate, extremely sensitive substance in the blood of most of us, which kills him instantly. It no sooner touches him than he is gone. Unfortunately for you, but fortunately for the business of the doctor, this substance cannot be manufactured in any laboratory. Neither can it be drawn from one man's veins and squirted into those of the poor victims who need it. Neither can "Father Bill's Wonderful Herb Compound," or "Skinney Wohpoo's Native Roots" supply it, or cause Nature to do so. The only thing you can do is to obey Nature's rules as they are made known to you, and then trust to luck that when an especially domestic little bug has been forced down into a nice little nest in your skin, Nature has the medicine ready for him—and usually she has.

Right here, though, is something you can do to avoid boils. Nature is very kind, but she is very exacting. No bookkeeper is more accurate, no machine is more delicate, no balance more just, than Nature. The man who abuses Nature is going to find her weakened, possibly fatally so, some time when he needs her and needs her badly.

In a later contribution I will tell of some of the things which handicap her most in the manufacture of the medicine to destroy the boil-making germ.

INDUSTRIAL HARMONY

By J. L. TRUEBLOOD,
Employees' Representative
WHITING, IND.

Today the world is passing through a period of unrest perhaps never before equalled in history. It is an unrest which is not confined to any one class of workers, but is as apparent in business as it is in the labor world. No nation is immune. Every country touched by the seven seas feels the backwash of this tumultuous change.

There is a wide difference of opinion as to the causes of this restlessness. One man will tell you that it is due to a demand for a higher standard of living, and a desire for an advanced democracy in industry. Another will say it is the inevitable reaction following the tremendous upheaval occasioned by the war, which warped constructive minds to give them a destructive bent. Others will say it is the first manifestation of the disorder which must mark the beginning of a period of reconstruction after the whole world has been bent on nothing but destruction.

When there exist so many differences of opinion as to the cause of the unrest, it naturally follows that there is also a wide divergence of opinion as to the proper remedy.

We have witnessed a number of these suggested remedies in operation. We have seen strikes invading the professions and embracing almost every branch of labor, reaching all the way from actors to the garbage men. Government control, which at present is being tried with the railroads and some other public utilities as subjects for the experiment, is another attempted solution of the problem. Recently it has been even suggested that government ownership of all industries is the best specific.

But whatever may be the cause and whatever may be the remedy for this wellnigh universal feeling of unrest, employees of the Standard Oil Company of Indiana believe that they have in the Industrial Relations Plan found a safe harbor where labor and capital may work in harmony for the benefit of both. While the plan has been in operation for only a few months the effects are already noticeable. This may be ascribed to the fact that although the Standard Oil Company has always been a leader in paying its employees a fair compensation for their labor and in providing fair working conditions and hours, the employee, realizing that through his representative in the Joint General Committee he now has a voice in conducting the affairs of the Company, feels that he has become a more important factor in this great organization and as a result has been filled with a new sense of loyalty and has taken a more active interest in the production end of the business.

Furthermore, it is gratifying to every man to know that if he has a grievance he can, through his representative, have it submitted for adjustment by a committee on which there are as many of his fellow workers as there are officials of the Company. He is assured thereby of a "square deal," and, for the employees at Whiting, I think I can safely say that though the Company was the first in the district to give the men an eight hour day and to meet the high cost of living with numerous wage increases, it is still a fact that the establishment of the Joint General Committees under the Industrial Relations Plan was the best thing the Standard Oil Company of Indiana has ever done to bring about a lasting feeling of harmony between employer and employee.

LESE MAJESTY !

(The cartooners who perpetrated this are hereby canned)

OIL

LIQUID gold—liberated by man from the very bowels of the earth, where it had slept for millions of years—before the Pyramids were built; before man existed; and for these millions of years it has patiently awaited the ingenuity of the human brain to release it from its dark and sunless abode. Today the fairy moves her wand and lo, this thing of life and power comes creeping from the earth's dismal depths to bless all human beings; to do the work of the world; to solve the problems of civilization; to run the machinery; to annihilate distance; to conquer space; yes, even to perform miracles. For the impossibility of yesterday is the accomplished fact of today and man soars aloft on his aeroplanes with the ease of the eagle; he braves the storms of heaven and explores the secret places of earth and sea with Heaven's own eye.

Oil, the handmaid of civilization, the creator of wealth, the producer of comfort and luxuries, the one indispensable commercial and mechanical necessity of the human race. You mysterious and wondrous substance! Given your freedom, down deep in the unexplored recesses of the earth, you come bubbling and laughing and sparkling to seek your master and your servant and your companion, man. You are God's choicest and most indispensable gift to man. Without you the mechanical world would die and starve and cease; no wheels would run on steamships, on locomotives; no spindles would roar and throb to man's necessities; no manufacturing of any kind could be done and the world would drift back into the darkness and despair of savagery.—*Denver Post*

THE THINKER

Back of the beating hammer
By which the steel is wrought,
Back of the workshop's clamor
The seeker may find the Thought—
The Thought that is ever master
Of iron and steam and steel,
That rises above disaster
And tramples it under heel!

The drudge may fret and tinker,
Or labor with dusty blows,
But back of him stands the Thinker,
The clear-eyed man who knows;
For into each plow or saber,
Each piece and part and whole,
Must go the brain of Labor,
Which gives the work a soul!

Back of the motors humming,
Back of the belts that sing,
Back of the hammers drumming,
Back of the cranes that swing,
There is the eye which scans them,
Watching through stress and strain,
There is the Mind which plans them—
Back of the brawn, the Brain!

Might of the roaring boiler,
Force of the engine's thrust,
Strength of the sweating toiler,
Greatly in these we trust,
But back of them stands the Schemer,
The Thinker who puts things through.
Back of the Job—The Dreamer,
Who's making the dream come true!

—*Exchange.*